A3940-2U 2/90

A study of 1989-1990 beginning offers

CPC $alary $urvey

January 1990

College Placement Council, Inc. • 62 Highland Avenue • Bethlehem, PA 18017

SPECIAL BULLETIN: The *CPC Salary Survey* has gone through several revisions in the past few years, most based on the very helpful feedback we've received from our readers. Another change may be imminent.

Some of you have told us that our current practice of providing the 10th and 90th percentiles to define salary ranges does not agree with the "industry standard"—that most people in the field are more accustomed to using the 25th and 75th percentiles instead. CPC has the capability of reporting the ranges in either format, and in the future will report those most useful to our reader majority. So please let us know your preference: take a moment to fill out the ballot included with this report and return the card to CPC. We'll report the results of the poll and adjust the *Salary Survey* as needed.

The offers reported in this January 1990 edition of *Salary Survey* reflect the wait-and-see attitude of employers recruiting this year's college graduates. With the economy in perhaps its most unpredictable state in a decade, plus a projected decrease in employment in some industries, job offers are coming in very slowly. This trend reinforces information CPC has obtained from other sources indicating a softening of on-campus recruiting activity, generally.

But despite their caution, employers are offering chemical and petroleum engineers starting salaries that have been on an up-trend for more than a year. The number of graduates in chemical and petroleum engineering has dropped dramatically in the past few years, and the resulting supply/demand imbalance is pushing the dollar value of the offers up significantly: the average offer to chemical engineers is now $34,699, up 5.3 percent from last September's year-end report, and that to petroleum engineers has been boosted to $35,807, a substantial 9.2 percent above September's average.

Offers to some other engineering graduates are also higher. Despite a decrease in defense spending and the work-force downsizing in the automotive and computer industries that has reduced hiring rates, starting salary offers to aerospace and mechanical engineers have gone up 4.6 and 4.8 percent respectively. And electrical engineers report offers that show a slight rise—1.6 percent—from the average reported in September.

Most of the business disciplines, however, are feeling the effects of the current recruiting sluggishness. Business administration graduates are receiving salary offers averaging 3 percent lower than those received by 1989 graduates. The situation's even worse for economics and finance graduates, who are fielding offers that average 6.9 percent lower than last year's. But there's one bright spot: accounting graduates report starting salary offers that average $25,861, a respectable 2.5 percent higher than they were four months ago.

So, we're looking at a mixed job market, with data that give no clear indication of what its main heading will be over the next quarter. As is typical with the January report, the offers reported are relatively few in number, with employers remaining cautious about extending invitations until they have a better idea of their yearlong business prospects. Our March report should give a better indication of what's in store for this year's graduate job-seekers.

The *CPC Salary Survey* January 1990 report contains information received during the period of September 1, 1989, to January 11, 1990. Its data are compiled from offers extended to students graduating between September 1, 1989, and August 31, 1990. There are 428 career planning and placement offices at colleges and universities across the United States participating in the *Salary Survey*. The report is available to CPC members and *Salary Survey* subscribers. Additional copies of the January report are available to members and subscribers for $3 each.

Dawn Oberman
Statistical Services Specialist

SCOPE AND NATURE OF THE SURVEY

An understanding of the scope, nature, and coverage of the *CPC Salary Survey* is essential to the proper interpretation and use of the statistics.

The study compiles reports from 428 career planning and placement offices of colleges and universities across the United States. Typically, 98 percent of these offices submit reports for each issue. The reports consist of starting salary offers made to new graduates by employing organizations in business, industry, government, and by non-profit and educational institutions. The figures reported are for base salaries only, and do not include bonuses, fringe benefits, or overtime rates. The data cover a broad range of functional positions. Confidentiality is maintained for the individual, the college, and the employer.

The *Survey* reports offers, not acceptances. It does not distinguish between single and multiple offers to individual students, and consequently, offers in the study cannot be equated with actual hires. Also, inasmuch as the ratio of offers to hires is partially a function of the economic climate, year-to-year ratio comparisons based on *Survey* data would be invalid. In those categories where offers are relatively few, the data should be regarded only as indicative.

The *Survey* is available only to members of the College Placement Council and to *Salary Survey* subscribers, and is intended for the professional use of its constituents. Reports are issued each January, March, July, and September.

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ISSN 0196-1004

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	January 1990	January 1990	September 1989		90th	50th	10th
BUSINESS							
Accounting	465	**$25,861**	$25,223	2.5%	$29,500	$26,000	$21,000
Business Administration (incl. Management Science)	180	**21,778**	22,450	-3.0	28,200	21,000	15,738
Distribution Management	10	**23,921**	24,211	*	*	*	*
Economics & Finance (incl. Banking)	129	**23,015**	24,710	-6.9	28,000	22,500	18,000
Hotel/Restaurant Management	19	**20,198**	19,657	*	*	*	*
Human Resources (incl. Labor Relations)	12	**23,175**	22,842	*	*	*	*
Management Information Systems	65	**26,988**	26,772	0.8	30,000	27,125	24,000
Marketing/Marketing Management (incl. Research)	189	**22,476**	22,479	0.0	26,500	23,000	17,400
Real Estate	2	**27,600**	23,551	*	*	*	*
COMMUNICATIONS							
Advertising	6	**18,067**	19,560	*	*	*	*
Communications	43	**19,797**	20,819	-4.9	25,000	19,000	15,000
Journalism	17	**15,823**	20,085	*	*	*	*
Telecommunications/Broadcasting	5	**22,587**	20,176	*	*	*	*
EDUCATION							
Elementary Education	115	**18,563**	18,767	-1.1	24,000	19,100	10,000
Pre-Elementary Education	5	**14,090**	17,016	*	*	*	*
Physical Education	16	**20,326**	19,583	*	*	*	*
Special Education	19	**19,529**	19,815	*	*	*	*
HOME ECONOMICS							
Human Ecology	30	**18,303**	18,931	-3.3	25,400	18,000	10,712
Textiles & Clothing	10	**20,360**	19,742	*	*	*	*
Merchandising Management	22	**17,853**	19,539	-8.6	21,000	17,750	13,500
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	2	**17,628**	21,129	*	*	*	*
Letters	27	**18,340**	20,951	-12.5	22,000	20,000	10,000
Visual & Performing Arts	21	**18,751**	18,838	-0.5	22,000	18,000	17,000
Humanities-Other	9	**22,989**	22,364	*	*	*	*
Criminal Justice	4	**21,625**	21,427	*	*	*	*
History	3	**21,000**	23,348	*	*	*	*
Political Science/Government	21	**20,846**	23,280	-10.5	25,000	20,000	16,000
Psychology	21	**17,468**	19,400	-10.0	19,200	16,480	11,400
Sociology	5	**19,598**	18,979	*	*	*	*
Social Sciences-Other	9	**18,259**	22,232	*	*	*	*
ENGINEERING							
Aerospace & Aeronautical	22	**30,796**	29,433	4.6	33,000	30,940	27,500
Agricultural	3	**27,999**	26,045	*	*	*	*
Architectural	3	**26,567**	25,530	*	*	*	*
Bioengineering & Biomedical	2	**28,000**	28,581	*	*	*	*
Chemical	107	**34,699**	32,949	5.3	37,200	35,400	31,000
Civil	140	**26,825**	27,046	-0.8	33,000	25,488	23,000

N/A - No historic data available
* Not computed for fewer than 20

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	January 1990	January 1990	September 1989		90th	50th	10th
Continued . . .							
Computer	21	$30,925	$30,244	2.3%	$33,500	$32,000	$28,800
Electrical	260	31,071	30,594	1.6	33,720	31,800	26,000
Environmental	+	+	N/A	N/A			
Industrial	118	30,869	29,660	4.1	33,000	31,060	28,000
Mechanical	295	31,946	30,490	4.8	35,500	32,100	28,000
Metallurgical	28	31,835	30,631	3.9	33,800	32,000	29,380
Mining	6	32,833	26,790	*	*	*	*
Nuclear	7	28,988	30,747	*	*	*	*
Petroleum	23	35,807	32,789	9.2	38,400	36,900	30,000
Textile	+	+	26,633				
Engineering Technology	35	30,140	28,342	6.3	33,600	30,680	28,000
Industrial Technology	2	20,500	26,731	*	*	*	*
AGRICULTURE & NATURAL RESOURCES							
Agribusiness	9	22,400	22,182	*	*	*	*
Animal Sciences	3	18,000	19,328	*	*	*	*
Plant Sciences	2	21,500	18,354	*	*	*	*
Natural Resources	1	22,000	21,256	*	*	*	*
Other Agricultural Sciences	2	20,059	21,605	*	*	*	*
COMPUTER SCIENCES							
Computer Science	115	28,236	28,659	-1.5	33,000	29,100	21,000
Computer Programming	5	26,406	28,316	*	*	*	*
Information Sciences & Systems	27	26,442	26,428	0.1	30,000	27,183	21,000
Systems Analysis	+	+	28,833				
HEALTH SCIENCES							
Allied Health	8	19,771	24,416	*	*	*	*
Health Sciences	12	21,711	21,480	*	*	*	*
Nursing	7	25,457	24,915	*	*	*	*
Pharmacy.[1]	5	32,024	36,815	*	*	*	*
SCIENCES							
Actuarial	3	31,867	26,778	*	*	*	*
Architectural & Environmental Design	4	17,663	24,660	*	*	*	*
Biological	13	21,604	21,495	*	*	*	*
Chemistry	6	23,300	26,307	*	*	*	*
Geological	4	19,875	23,674	*	*	*	*
Mathematics (incl. Statistics)	32	23,084	26,407	-12.6	28,500	22,544	18,500
Physics	3	24,971	28,022	*	*	*	*
Other Physical and Earth Sciences	2	24,000	22,537	*	*	*	*
Polymer Science	+	+	N/A	N/A			
Textile Science	+	+	N/A	N/A			
	2,816						

N/A - No historic data available
* Not computed for fewer than 20 offers
+ No offers reported
[1] Pharmacy is a 5-year degree program

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	January 1990	January 1990	September 1989		90th	50th	10th
FINANCE							
Accounting (Public)	**357**	**$26,293**	$25,727	2.2%	$29,500	$26,500	$22,500
Accounting (Private)	**120**	**24,235**	23,517	3.1	28,000	24,900	19,200
Commercial Banking (Consumer)	**12**	**18,983**	21,676	*	*	*	*
Commercial Banking (Lending)	**20**	**22,073**	22,835	-3.3	26,000	21,480	20,000
Investment Banking (Corporate Finance)	**4**	**25,040**	26,750	*	*	*	*
Investment Banking (Mergers & Acquisitions)	**1**	**21,334**	29,097	*	*	*	*
Investment Banking (Real Estate)	**3**	**27,000**	22,574	*	*	*	*
Investment Banking (Sales & Trading)	+	+	24,266				
Financial/Treasury Analysis	**39**	**25,357**	26,367	-3.8	30,000	25,800	20,400
Portfolio Management/Brokerage	**4**	**20,200**	23,772	*	*	*	*
Insurance (Underwriting)	**19**	**21,843**	21,858	*	*	*	*
Insurance (Claims)	**17**	**21,484**	N/A	N/A	*	*	*
COMMUNICATIONS							
Design/Graphic Arts	**6**	**17,630**	20,902	*	*	*	*
Media Planning	**5**	**21,687**	20,263	*	*	*	*
Reporting	**3**	**15,587**	16,438	*	*	*	*
Production	**9**	**25,446**	22,982	*	*	*	*
Public Relations	**11**	**19,995**	20,118	*	*	*	*
Writing/Editing	**8**	**19,275**	20,239	*	*	*	*
MARKETING							
Advertising	**6**	**16,750**	19,358	*	*	*	*
Brand/Product Management	**27**	**23,869**	23,623	1.0	31,000	24,960	18,000
Buyer/Merchandising	**27**	**24,203**	22,010	10.0	27,500	24,000	20,000
Distribution	**9**	**23,134**	N/A	N/A	*	*	*
Market Research	**3**	**24,253**	25,636	*	*	*	*
Purchasing	**3**	**21,398**	N/A	N/A	*	*	*
Sales	**196**	**24,231**	23,188	4.5	31,500	24,100	17,000
PUBLIC ADMINISTRATION							
Executive, Legislative, & General	**8**	**18,905**	19,582	*	*	*	*
Finance, Taxation, Monetary Policy	**6**	**24,166**	24,253	*	*	*	*
Economic Programs	**1**	**18,000**	21,081	*	*	*	*
Law Enforcement	**2**	**21,250**	22,078	*	*	*	*
Military	**27**	**21,526**	22,087	-2.5	30,396	19,493	15,738
National Security	+	+	24,771				
Urban/Regional Planning	**1**	**27,500**	22,819	*	*	*	*
ENGINEERING							
Bioengineering	+	+	30,924				
Design/Construct	**201**	**29,605**	28,849	2.6	34,800	30,500	23,795
Environmental/Sanitation	**13**	**27,384**	28,271	*	*	*	*
Manufacturing/Industrial	**236**	**31,622**	30,492	3.7	34,500	32,040	28,000
Systems/Programming	**35**	**31,142**	30,036	3.7	33,560	32,040	27,600
Power Systems	**48**	**31,766**	30,093	5.6	33,696	31,800	30,000
Software Design & Development	**30**	**30,734**	30,537	0.6	34,200	31,100	25,343
Hardware Design & Development	**30**	**30,912**	30,888	0.1	33,000	31,480	28,500
Research & Development	**76**	**30,583**	30,658	-0.2	35,880	30,600	25,343
Testing	**37**	**30,302**	28,990	4.5	32,769	31,000	27,000
Process Engineering	**91**	**34,248**	31,902	7.4	36,900	35,000	30,000
Project Engineering	**115**	**32,432**	N/A	N/A	36,800	32,520	28,000
Other Engineering	**125**	**30,654**	30,614	0.1	36,000	31,200	25,340
HEALTH CARE							
Administrative	**10**	**19,575**	N/A	N/A	*	*	*
Industrial Hygiene	+	+	N/A	N/A			
Medical Technology	**8**	**22,151**	N/A	N/A	*	*	*
Nursing / Personal Care	**7**	**24,114**	24,958	*	*	*	*

N/A - No historic data available

* Not computed for fewer than 20 offers

Continued . . .

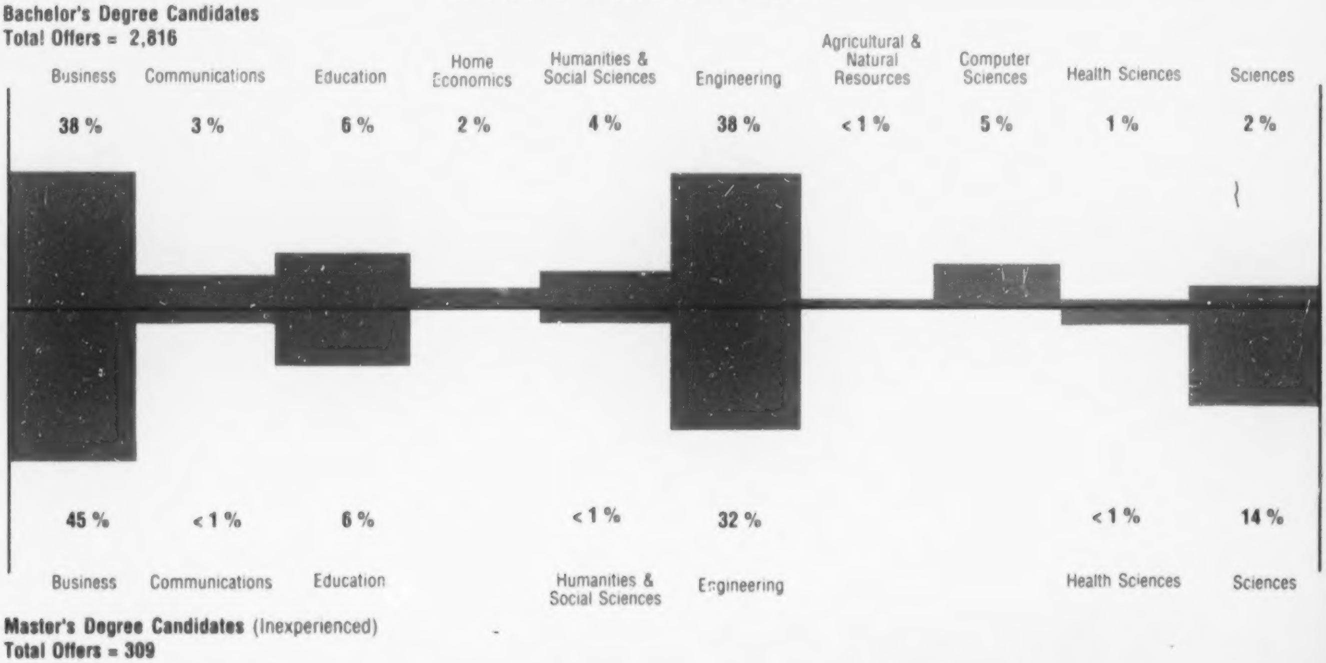
AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers January 1990	Average $ Offer January 1990	Average $ Offer September 1989	Percent Change in $ Offers from September 1989	Percentiles 90th	Percentiles 50th	Percentiles 10th
Continued . . .							
Occupational Therapy	3	**$25,346**	N/A	N/A	*	*	*
Pharmacist	1	**30,200**	N/A	N/A	*	*	*
Physical Therapy	+	+	N/A	N/A			
Respiratory Therapy	+	+	N/A	N/A			
Other Health Related	14	**20,163**	N/A	N/A	*	*	*
SOCIAL SERVICES							
Administration	3	**15,327**	$21,054	*	*	*	*
Counseling	13	**15,053**	17,675	*	*	*	*
Fundraising/Development	5	**17,180**	19,057	*	*	*	*
Social Work	9	**17,074**	16,550	*	*	*	*
COMPUTER SCIENCE							
Computer Programming	75	**26,730**	27,559	-3.0 %	$32,000	$27,183	$20,000
Information Systems	69	**26,528**	26,766	-0.9	30,600	27,100	21,000
Computer Systems Analyst	58	**28,505**	28,321	0.7	32,400	28,500	25,000
OTHER FUNCTIONAL AREAS							
Actuarial	5	**30,420**	28,437	*	*	*	*
Agricultural/Natural Resources	11	**20,136**	20,984	*	*	*	*
Architecture	5	**18,130**	22,241	*	*	*	*
Consulting	42	**26,161**	28,373	-7.8	30,000	26,252	22,000
Human Resources/Industrial Relations	14	**22,013**	22,937	*	*	*	*
Management Trainee	242	**20,259**	22,080	-8.2	25,000	20,000	15,000
Mathematician/Statistician	6	**21,632**	25,546	*	*	*	*
Paralegal	2	**19,000**	20,958	*	*	*	*
Research (Nontechnical)	+	+	23,140				
Research (Technical)	5	**24,024**	22,397	*	*	*	*
Teaching	218	**18,627**	18,989	-1.9	23,940	19,000	10,400
	2,816						

PROPORTION OF OFFERS BY CURRICULAR AREA



Beginning salary offers to all candidates by curriculum and employer

This diagram indicates arrangement of data in blocks

Average	$24,876 639	Number of Offers
90th Percentile	$28,000	
10th Percentile	$21,600	

Bachelor's Degree Curricula	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement/ Recreation/ Fast-Food	Hospitality - Hotels/Motels/ Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Accounting	$26,369 340 $29,500 $22,800			$20,700 3		$23,500 2	$27,900 2	$26,000 1		$24,570 10			$23,050 13		$20,466 10			$24,396 1
Business Administration - incl. Management Science	$19,200 2			$20,143 7		$19,260 5	$25,200 1	$23,457 7		$23,200 5	$20,400 1	$19,034 8	$22,594 16		$19,676 54 $23,000 $15,000			$16,500 1
Distribution Management															$20,500 1			
Economics & Finance (incl. Banking)	$28,375 4			$21,427 27 $26,000 $16,500	$22,090 4	$24,500 1	$24,000 1	$25,314 8		$23,796 23 $30,000 $18,000		$18,067 3	$22,662 13		$20,500 11			
Hotel / Restaurant Management											$19,750 2	$19,829 16						
Human Resources (incl. Labor Relations)				$24,000 1						$21,750 2	$26,000 1	$18,000 1	$24,700 2		$24,000 1	$17,500 1		
Management Information Systems	$27,996 2				$26,950 1	$31,992 1	$27,750 11	$22,000 2		$27,963 2			$25,704 11		$26,733 6			
Marketing/Marketing Management (incl. Research)				$21,500 3	$25,000 1	$22,433 3	$23,340 4			$20,000 3	$20,000 2	$21,833 3	$22,520 15		$21,118 62 $26,000 $17,000	$19,000 1	$21,150 2	
Real Estate										$25,200 1			$30,000 1					
Advertising		$17,000 1				$21,000 1	$24,000 1								$19,000 1			
Communications		$16,500 3		$24,000 1		$18,750 4	$10,000 1	$23,550 4			$20,000 1				$20,050 10			$16,800 1
Journalism		$15,450 2				$15,467 3									$20,000 1			$14,185 4
Telecommunications/ Broadcasting						$16,750 2												
Elementary Education																		
Pre-Elementary Education																		
Physical Education											$16,000 1						$25,000 1	
Special Education																		

Curriculum - Continued	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Human Ecology						$25,400 1		$30,000 1		$19,000 2					$14,520 4			
Textiles & Clothing															$20,178 9			
Merchandising Management		$17,480 1													$17,964 20 $21,500 $13,500			
Foreign Languages							$19,200 1											
Letters											$22,000 1		$20,903 2	$21,000 1	$20,000 1			
Visual & Performing Arts															$14,500 1			
Humanities-Other												$18,600 1	$25,200 3					
Criminal Justice															$21,500 1		$21,250 2	
History			$20,000 1															
Political Science / Government										$27,500 1	$16,120 1			$17,000 1	$18,543 7			
Psychology				$14,500 1	$10,000 1					$29,000 2	$15,300 1		$21,600 1		$19,200 1			
Sociology															$24,000 1			
Social Sciences-Other																		
Aerospace & Aeronautical Engineering																		
Agricultural Engineering																		
Architectural Engineering								$27,000 1										
Bioengineering & Biomedical Engineering																		
Chemical Engineering		$28,200 1						$31,333 3	$27,000 1									
Civil Engineering								$26,571 7	$27,287 10									
Computer Engineering							$30,300 1		$30,000 1									

Curriculum - Continued	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Electrical Engineering						$31,944 9	$29,472 2	$31,126 15	$31,520 7								$25,343 1	
Environmental Engineering																		
Industrial Engineering						$31,000 1		$29,560 5	$27,750 2						$23,500 1			
Mechanical Engineering						$31,000 1	$31,200 1	$33,142 9	$31,770 6									
Metallurgical Engineering																		
Mining Engineering																		
Nuclear Engineering																		
Petroleum Engineering																		
Textile Engineering																		
Engineering Technology							$29,800 1								$22,000 2			
Industrial Technology																		
Agribusiness																		
Animal Sciences																		
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences																		
Computer Science		$33,000 1				$29,736 9	$27,971 9	$27,353 3		$22,265 1			$23,741 5		$22,333 3	$24,000 1	$25,353 1	
Computer Programming							$25,000 1											
Information Sciences & Systems	$27,996 1						$27,050 2	$20,000 1				$26,400 1	$27,137 4		$26,850 2			
Systems Analysis																		

	SERVICE EMPLOYERS																	
Curriculum - Continued	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Allied Health															$22,000 1			
Health Sciences								$13,000 1										
Nursing																		
Pharmacy																		
Actuarial								$32,000 1					$31,800 2					
Architectural & Environmental Design			$17,683 4															
Biological									$42,000 1									
Chemistry																		
Geological								$21,000 2										
Mathematics (incl. Statistics)							$25,800 3	$23,500 2					$27,100 2					
Physics								$23,912 1										
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Nontechnical Curricula	$26,380 356 $29,500 $22,800	$15,697 7	$20,000 1	$21,131 43 $25,200 $17,000	$21,473 7	$20,365 23 $25,400 $14,400	$25,310 22 $28,500 $21,000	$24,387 23 $26,700 $22,000		$23,885 51 $30,000 $18,000	$19,575 11	$19,557 32 $21,400 $18,000	$23,309 77 $27,000 $19,200	$19,000 2	$20,188 202 $26,000 $15,000	$18,250 2	$21,960 5	$16,348 7
Technical Curricula	$27,996 1	$30,600 2	$17,683 4			$30,856 20 $33,500 $29,950	$27,924 20 $30,144 $25,000	$29,017 51 $32,400 $23,000	$29,359 36 $33,000 $25,000	$22,265 1		$26,400 1	$26,543 13		$23,356 9	$24,000 1	$25,348 2	

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
MBA - Nontechnical Undergraduate Degree	$27,773 3	$30,000 1		$31,000 7	$28,200 1	$39,600 1	$28,000 1	$34,000 2		$32,000 1					$17,000 1			
MBA - Technical Undergraduate Degree	$27,000 1				$60,000 1													

EMPLOYER CATEGORIES - Continued

Bachelor's Degree Curricula	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Accounting	$35,000 1		$25,207 3	$27,750 2		$20,775 8	$23,728 5	$20,340 1		$18,500 1				$28,560 1	$27,000 3	$25,550 4	$23,867 3	$26,970 4
Business Administration - incl. Management Science		$22,500 1	$18,000 1			$19,226 8	$21,355 7	$30,200 1	$16,683 3					$25,471 5		$27,900 2	$27,125 4	$26,003 14
Distribution Management			$21,800 3			$21,600 1									$24,605 2			$26,250 2
Economics & Finance (incl. Banking)			$22,498 5	$27,500 1	$20,000 1	$20,281 8	$21,000 1										$25,164 1	$25,525 4
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)						$32,000 1										$22,500 1		
Management Information Systems	$30,000 1		$30,000 1	$28,025 4		$18,451 3								$26,060 2	$27,100 2			$29,780 5
Marketing / Marketing Management (incl. Research)		$20,000 1	$24,000 1			$17,616 2			$22,707 2								$23,500 3	$25,771 11
Real Estate																		
Advertising																		
Communications			$19,000 1		$18,800 3	$16,050 2	$18,050 2				$21,800 1			$18,000 1		$30,750 2		$23,800 1
Journalism					$15,000 2				$15,500 1				$12,910 1					
Telecommunications / Broadcasting							$25,200 1											
Elementary Education					$18,581 111 $24,000 $10,000		$19,409 3					$14,190 1						
Pre-Elementary Education					$15,350 4							$8,040 1						
Physical Education					$20,000 12		$14,190 1											
Special Education					$19,529 19													

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
Curriculum - Continued	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Human Ecology					$16,601 19		$17,148 1	$19,875 4	$13,682 1			$13,200 2	$24,560 1					
Textiles & Clothing																		
Merchandising Management																		
Foreign Languages						$16,056 1												
Letters					$16,823 14	$18,650 2	$13,440 1					$11,500 1		$23,916 1				
Visual & Performing Arts					$19,815 18						$17,000 1							
Humanities-Other						$19,000 2		$25,200 1	$24,000 1	$25,500 1								
Criminal Justice					$22,500 1													
History					$19,000 1	$24,000 1												
Political Science / Government					$18,722 2	$23,747 2	$24,133 3				$20,000 1							
Psychology					$20,400 3		$15,075 2	$17,033 3	$13,500 2			$14,695 4						
Sociology					$16,550 2		$19,872 1		$21,000 1									
Social Sciences-Other					$19,465 2	$25,000 1	$16,800 2			$18,000 1		$14,000 2						
Aerospace & Aeronautical Engineering						$25,476 2								$31,214 19				
Agricultural Engineering						$30,396 1											$21,600 1	
Architectural Engineering																	$26,350 2	
Bioengineering & Biomedical Engineering																		$26,000 2
Chemical Engineering						$25,343 1	$23,700 1							$30,300 1			$32,000 1	$34,043 35 $35,700 $31,000
Civil Engineering		$27,500 1	$24,367 23 $25,476 $23,532	$29,886 6		$25,423 9	$25,021 32 $25,803 $22,582		$21,600 1					$26,455 2	$31,200 1	$26,800 1	$27,198 17	
Computer Engineering		$35,100 1				$25,343 1								$31,550 4				

Curriculum - Continued	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Electrical Engineering			$29,910 1	$32,091 23 $33,500 $31,200	$25,343 3	$25,854 26 $28,168 $25,343	$23,500 1							$31,094 63 $32,500 $28,600		$32,237 21 $33,500 $31,500	$33,600 1	$33,123 11
Environmental Engineering																		
Industrial Engineering			$32,200 1	$29,850 2		$25,761 5								$30,193 9	$32,100 1	$32,583 19	$31,260 2	$31,180 16
Mechanical Engineering		$28,000 1	$31,200 1	$30,933 16		$25,090 14								$30,064 44 $31,700 $27,872	$32,383 6	$32,006 57 $34,200 $28,000	$30,767 3	$34,108 19
Metallurgical Engineering														$33,000 1		$32,000 5	$29,380 1	
Mining Engineering																		
Nuclear Engineering				$29,600 3		$30,396 1												
Petroleum Engineering							$26,200 1											$33,333 3
Textile Engineering																		
Engineering Technology				$37,680 1										$29,546 7		$28,537 6	$32,000 1	$30,000 1
Industrial Technology														$28,000 1				
Agribusiness															$13,600 5			$28,800 1
Animal Sciences															$18,000 3			
Plant Sciences															$21,500 2			
Natural Resources															$22,000 1			
Other Agricultural Sciences					$25,000 1										$15,110 1			
Computer Science		$27,000 1	$27,120 1	$29,200 5	$13,000 1	$24,122 11		$29,000 1	$17,280 1					$31,010 6		$29,286 7	$20,500 2	$32,100 9
Computer Programming					$25,343 3													
Information Sciences & Systems			$23,500 2	$28,867 3	$23,000 1	$19,403 1								$28,000 1				
Systems Analysis																		

Curriculum - Continued	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Allied Health								$22,022 4	$16,200 2			$15,600 1						
Health Sciences					$26,237 1		$16,800 1	$22,167 6	$25,750 2				$20,000 1					
Nursing								$25,533 6	$25,000 1									
Pharmacy																		$32,024 5
Actuarial																		
Architectural & Environmental Design																		
Biological		$20,000 2			$16,654 4	$16,000 1	$23,000 1			$11,440 1								$31,000 1
Chemistry					$14,000 1													$25,160 5
Geological					$18,750 2													
Mathematics (incl. Statistics)			$23,000 2		$20,398 10	$20,187 7												$32,800 1
Physics																		
Other Physical & Earth Sciences									$30,000 1									
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Nontechnical Curricula	$32,500 2	$21,250 2	$22,967 15	$27,871 7	$18,563 205 $23,760 $10,000	$20,152 42 $24,000 $15,860	$20,314 30 $25,200 $14,199	$20,634 10	$18,477 11	$20,933 3	$19,600 3	$13,439 11	$18,280 2	$24,795 10	$26,344 7	$26,869 9	$25,069 11	$26,407 41 $29,500 $24,000
Technical Curricula		$26,267 6	$24,964 31 $27,120 $23,000	$30,954 59 $33,500 $28,000	$21,008 27 $25,343 $16,800	$24,831 80 $30,000 $19,493	$24,609 37 $26,200 $22,582	$23,723 17	$22,223 8	$11,440 1		$15,680 1	$20,000 1	$30,624 160 $32,500 $27,560	$24,486 28 $32,100 $16,500	$31,771 116 $34,200 $28,800	$27,724 31 $32,000 $24,000	$32,626 100 $35,700 $28,800

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
MBA - Nontechnical Undergraduate Degree			$36,000 1	$32,530 1		$24,000 2								$36,400 1	$36,000 1			$36,000 2
MBA - Technical Undergraduate Degree																$40,800 1		

EMPLOYERS CONTINUED ON NEXT PAGE . . .

EMPLOYER CATEGORIES - Continued . . .

Bachelor's Degree Curricula	**MANUFACTURING EMPLOYERS**															
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Accounting	$29,260 2	$27,550 4	$24,176 4		$24,910 5		$20,800 1	$26,665 3	$27,057 12	$23,500 1					$26,800 3	$20,750 4
Business Administration - incl. Management Science	$29,975 4	$24,600 1	$23,500 3	$23,610 3					$27,167 3		$20,800 1					$20,920 12
Distribution Management									$30,000 1							
Economics & Finance (incl. Banking)	$27,000 1	$25,164 1	$26,500 2					$25,033 3	$29,400 4					$19,500 1		$24,000 1
Hotel / Restaurant Management									$27,000 1							
Human Resources (incl. Labor Relations)				$21,200 1												
Management Information Systems	$28,417 6	$27,400 2			$25,000 1			$27,000 1	$30,000 1							
Marketing / Marketing Management (incl. Research)	$22,225 4	$24,356 15	$23,033 6	$24,183 12	$23,601 5		$25,840 5	$19,933 6	$25,000 4	$20,800 2				$16,020 1	$16,050 2	$25,375 8
Real Estate																
Advertising					$13,400 1									$14,000 1		
Communications	$23,662 2		$10,000 2					$27,240 1								
Journalism			$18,000 1					$23,250 1		$16,290 1						
Telecommunications / Broadcasting		$34,236 1														$20,000 1
Elementary Education																
Pre-Elementary Education																
Physical Education	$22,000 1															
Special Education																

Curriculum - Continued	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Human Ecology			$22,300 1						$22,000 1							$26,000 1
Textiles & Clothing														$22,000 1		
Merchandising Management														$21,000 1		
Foreign Languages																
Letters	$31,500 1									$15,000 1						$27,200 1
Visual & Performing Arts										$20,000 1						
Humanities-Other																
Criminal Justice																
History																
Political Science / Government			$25,000 1								$22,500 2					
Psychology																
Sociology																
Social Sciences-Other																$26,000 1
Aerospace & Aeronautical Engineering		$33,500 1														
Agricultural Engineering											$32,000 1					
Architectural Engineering																
Bioengineering & Biomedical Engineering																
Chemical Engineering				$34,800 1	$32,200 1	$33,000 1	$34,400 1	$35,017 6	$36,177 48 $37,700 $33,900					$36,150 4	$35,100 1	
Civil Engineering	$39,000 1	$32,000 1			$31,500 2			$33,000 1	$32,850 10						$28,320 1	$27,623 6
Computer Engineering	$29,363 6	$33,375 4						$32,000 2	$28,000 1							

Curriculum · Continued	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone Clay Glass & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Electrical Engineering	$32,753 15	$31,962 31 $33,600 $29,496	$31,498 4	$33,000 1	$32,637 6	$32,604 1		$34,003 7	$34,123 4			$26,400 1		$33,300 1	$31,870 2	$26,068 3
Environmental Engineering																
Industrial Engineering	$32,001 1	$31,137 26 $32,400 $29,000	$31,000 2	$31,200 2	$30,875 4			$32,975 4	$33,333 3						$30,574 4	$29,513 8
Mechanical Engineering	$31,100 3	$31,154 24 $32,500 $29,000	$34,230 10	$31,500 2	$32,000 2		$33,450 2	$33,889 9	$34,825 45 $36,800 $32,724		$32,700 1	$33,233 3	$29,800 3	$36,120 1	$31,780 8	$31,100 4
Metallurgical Engineering		$31,600 1			$31,792 13	$32,850 2			$31,500 2				$29,000 1		$33,700 2	
Mining Engineering						$31,500 2			$34,250 2						$34,000 1	$31,500 1
Nuclear Engineering		$33,120 1											$30,600 1			$20,000 1
Petroleum Engineering									$36,704 19							
Textile Engineering																
Engineering Technology	$31,800 1	$31,333 6	$35,000 1		$30,533 3			$25,000 1	$33,900 1		$35,000 1				$31,500 1	$31,500 1
Industrial Technology																$13,000 1
Agribusiness			$24,000 1						$28,800 1						$22,000 1	
Animal Sciences																
Plant Sciences																
Natural Resources																
Other Agricultural Sciences																
Computer Science	$30,542 12	$32,975 4			$26,700 1			$30,713 2	$31,875 8		$19,500 2	$25,343 1			$30,000 1	$27,950 4
Computer Programming															$31,000 1	
Information Sciences & Systems	$28,650 2	$29,600 2			$24,000 1			$27,600 1	$31,200 1							$21,000 1
Systems Analysis																

	MANUFACTURING EMPLOYERS															
Curriculum - Continued	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Allied Health																
Health Sciences																
Nursing																
Pharmacy																
Actuarial																
Architectural & Environmental Design																
Biological																$21,000 2
Chemistry																
Geological																
Mathematics (incl Statistics)	$31,500 2						$25,000 1		$32,000 1							$16,000 1
Physics	$24,600 1															$26,400 1
Other Physical & Earth Sciences								$18,000 1								
Polymer Science																
Textile Science																

BACHELOR'S SUMMARY

Nontechnical Curricula	$26,935 21 $32,000 $23,400	$25,606 24 $28,100 $22,500	$22,165 20 $28,500 $14,400	$23,889 16	$23,400 12		$25,000 6	$23,479 15	$27,140 27 $30,000 $25,200	$18,250 6	$21,933 3			$18,504 5	$23,280 5	$22,525 29 $30,000 $14,400
Technical Curricula	$31,240 44 $33,600 $28,000	$31,575 101 $33,500 $29,000	$32,728 18	$32,200 6	$21,337 33 $33,000 $28,200	$32,317 6	$31,575 4	$32,766 34 $35,500 $31,000	$34,981 146 $37,500 $30,588		$27,740 5	$30,200 5	$29,000 5	$35,670 6	$31,287 23 $33,600 $29,800	$26,900 34 $32,000 $20,000

MBA - INEXPERIENCED - BY EMPLOYER TYPE

MBA - Nontechnical Undergraduate Degree	$35,947 3		$29,800 3						$29,956 7						$28,000 1	$29,000 2
MBA - Technical Undergraduate Degree	$38,822 1								$33,000 1							

Beginning salary offers to all candidates by curriculum and functional area

This diagram indicates arrrangement of data in blocks

Average	$24,876	630	Number of Offers
90th Percentile	$28,000		
10th Percentile	$21,600		

FUNCTIONAL AREA

Bachelor's Degree Curriculum	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporitng	Production	Public Relations	Writing / Editing
Accounting	$26,355 350 $29,500 $22,500	$24,507 97 $28,000 $19,200	$19,600 1						$16,116 1									
Business Administration (incl. Management Science)	$19,528 3	$18,020 4		$20,667 6		$21,334 1	$32,000 1		$24,982 6		$22,057 3	$19,503 6	$12,000 1				$18,500 1	
Distribution Management																		
Economics & Finance (incl. Banking)	$29,700 1	$24,138 13	$18,856 9	$22,689 13	$25,053 3		$19,000 1		$25,281 25 $30,000 $20,400	$30,000 1	$22,927 8	$22,531 3						
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)											[illegible] 1							
Management Information Systems	$27,996 1								$28,600 3									
Marketing / Marketing Management (incl. Research)		$23,000 2		$22,500 1	$25,000 1				$27,033 3	$18,000 1	$19,200 1	$22,621 5						
Real Estate		$25,200 1					$36,000 1											
Advertising														$17,000 1			$17,200 2	
Communications			$24,000 1						$24,000 1				$17,000 2	$16,000 1	$16,000 1	$31,824 1	$24,080 3	$15,500 2
Journalism														$16,000 1	$14,960 2	$14,400 1	$15,167 3	$14,327 3
Telecommunications / Broadcasting														$29,718 2		$18,750 2		
Elementary Education																		
Pre-Elementary Education																		
Physical Education																		
Special Education																		

FUNCTIONAL AREA

	FINANCE												COMMUNICATIONS					
Curriculum - Continued	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Human Ecology											$19,000 2							
Textiles & Clothing																		
Merchandising Management													$12,480 1					
Foreign Languages																		
Letters	$23,058 2											$20,903 2						
Visual & Performing Arts		$14,500 1											$20,000 1					
Humanities-Other											$23,600 2							$25,500 1
Criminal Justice																		
History																		
Political Science / Government										$22,000 1								
Psychology			$14,500 1							$18,000 1	$21,600 1							
Sociology																		
Social Sciences-Other																	$19,000 1	
Aerospace & Aeronautical Engineering																		
Agricultural Engineering																		
Architectural Engineering																		
Bioengineering & Biomedical Engineering																		
Chemical Engineering																		
Civil Engineering																		
Computer Engineering																		

FUNCTIONAL AREA

Curriculum - Continued	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Electrical Engineering																$33,500 2	$31,500 1	$30,720 1
Environmental Engineering																		
Industrial Engineering		$30,600 1														$32,100 1		
Mechanical Engineering													$27,300 1					
Metallurgical Engineering																		
Mining Engineering																		
Nuclear Engineering																		
Petroleum Engineering																		
Textile Engineering																		
Engineering Technology																		
Industrial Technology																		
Agribusiness		$28,800 1																
Animal Sciences																		
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences																		
Computer Science											$18,000 1					$26,275 1		$24,000 1
Computer Programming																		
Information Sciences & Systems																		
Systems Analysis																		

FUNCTIONAL AREA

CONTINUED ...

	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design / Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Allied Health																		
Health Sciences																		
Nursing																		
Pharmacy																		
Actuarial																		
Architectural & Environmental Design																		
Biological																		
Chemistry																		
Geological																		
Mathematics (incl. Statistics)												$25,700 1						
Physics																$23,012 1		
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design / Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Nontechnical Curricula	$26,293 357 $29,500 $22,500	$24,142 110 $27,999 $19,200	$18,903 12	$22,873 20 $26,000 $20,000	$25,840 4	$21,334 1	$27,000 3		$25,357 30 $30,000 $20,400	$20,200 4	$22,056 18	$21,220 16	$15,606 5	$21,667 5	$15,587 3	$19,931 4	$18,844 10	$16,500 6
Technical Curricula		$29,700 2									$18,000 1	$25,700 1	$27,300 1			$29,067 5	$31,500 1	$27,360 2

More Job Functions On Next Page ...

FUNCTIONAL AREA CATEGORIES -Continued . . .

Bachelor's Degree Curricula	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Accounting									$23,250 2			$19,493 1						
Business Administration - incl. Management Science		$23,110 4	$25,748 8	$21,700 2	$26,000 1	$16,200 1	$24,232 23 $28,800 $20,000	$21,375 4	$24,996 1			$15,738 2						
Distribution Management				$24,862 5			$24,000 1					$21,800 1						
Economics & Finance (incl. Banking)		$17,600 2	$23,000 1				$22,286 11			$18,000 1		$20,547 4						
Hotel / Restaurant Management		$27,000 1																
Human Resources (incl. Labor Relations)							$22,025 4											
Management Information Systems		$31,902 1					$31,800 3											
Marketing / Marketing Management (incl. Research)		$24,793 11	$24,375 12	$26,000 1	$23,300 2	$19,493 1	$23,166 95 $27,000 $17,500		$18,000 1			$15,738 1						
Real Estate																		
Advertising	$19,000 2																	
Communications	$15,500 1	$22,250 4	$20,000 1	$15,500 1			$16,720 5	$13,800 2				$15,880 1						$37,200 1
Journalism	$16,000 2						$18,717 3											
Telecommunications / Broadcasting							$20,000 1											
Elementary Education																		
Pre-Elementary Education																		
Physical Education							$22,000 1				$25,000 1							
Special Education																		

CONTINUED ...

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand /Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Human Ecology		$21,600 1					$10,920 1											$24,150 2
Textiles & Clothing			$23,000 4															
Merchandising Management		$21,000 1					$26,000 1											
Foreign Languages												$16,056 1						
Letters	$15,000 1	$20,500 1					$31,500 1	$13,440 1				$16,800 1						
Visual & Performing Arts																		
Humanities-Other							$27,000 2					$18,600 1						
Criminal Justice											$17,500 1							
History												$24,000 1						
Political Science / Government							$22,100 5		$28,000 1			$25,831 3						
Psychology							$29,000 2											
Sociology																		
Social Sciences-Other			$20,000 1									$25,000 1						
Aerospace & Aeronautical Engineering																$31,163 8		
Agricultural Engineering																$32,000 1		$21,800 1
Architectural Engineering																$28,350 2		
Bioengineering & Biomedical Engineering							$28,800 2											
Chemical Engineering																$34,687 3	$23,700 1	$33,800 6
Civil Engineering														$27,500 1		$26,322 83 $32,890 $22,731	$27,172 11	$28,818 5
Computer Engineering																		$30,000 1

FUNCTIONAL AREA

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Electrical Engineering							$32,900 3	$24,700 1				$29,133 4				$31,902 31 $33,500 $30,800	$33,400 1	$32,636 41 $34,000 $30,600
Environmental Engineering																		
Industrial Engineering						$28,500 1	$30,534 10									$31,751 2		$31,300 68 $33,300 $28,800
Mechanical Engineering		$33,000 1					$31,200 6		$27,500 1							$32,081 62 $36,000 $28,800		$32,000 80 $34,700 $28,000
Metallurgical Engineering																$31,667 3		$31,533 9
Mining Engineering							$34,000 1											$36,000 1
Nuclear Engineering																$30,396 1		
Petroleum Engineering																$33,400 3		$30,000 1
Textile Engineering																		
Engineering Technology							$22,500 2									$31 240 2		$29,906 19
Industrial Technology																		
Agribusiness							$23,825 4											
Animal Sciences																		
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences																		
Computer Science												$25,353 1						$34,620 1
Computer Programming																		
Information Sciences & Systems												$19,485 1						
Systems Analysis																		

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand/ Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Allied Health																		
Health Sciences																		
Nursing																		
Pharmacy							$32,000 2											
Actuarial																		
Architectural & Environmental Design																		
Biological							$27,500 2					$16,800 1						
Chemistry							$25,160 5											
Geological																		
Mathematics (incl. Statistics)												$19,400 2						
Physics																		
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Advertising	Brand/ Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Nontechnical Curricula	$16,750 6	$23,517 26 $30,000 $18,000	$24,203 27 $27,500 $20,000	$23,134 9	$24,253 3	$17,847 2	$23,103 159 $28,000 $16,000	$18,077 7	$23,400 5	$18,000 1	$21,250 2	$20,225 18						$28,500 3
Technical Curricula		$33,000 1				$28,500 1	$28,820 37 $33,000 $23,200	$24,700 1	$27,500 1			$24,129 9		$27,500 1		$29,005 201 $34,800 $23,796	$27,384 13	$31,882 233 $34,500 $28,200

FUNCTIONAL AREA CATEGORIES - Continued . . .

Bachelor's Degree Curricula	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administrative - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Accounting									$25,200 1									
Business Administration - incl. Management Science								$35,400 1		$21,375 2					$30,200 1			$18,000 1
Distribution Management																		
Economics & Finance (incl. Banking)																		
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)																		
Management Information Systems																		
Marketing / Marketing Management (incl. Research)										$19,413 1								
Real Estate																		
Advertising																		
Communications																		
Journalism																		
Telecommunications / Broadcasting																		
Elementary Education																		
Pre-Elementary Education																		
Physical Education																		$16,000 1
Special Education																		

Curriculum - Continued	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Human Ecology										$13,682 1								$19,875 4
Textiles & Clothing									$27,000 1									
Merchandising Management																		
Foreign Languages																		
Letters																		
Visual & Performing Arts																		
Humanities-Other												$25,200 1						
Criminal Justice																		
History																		
Political Science / Government																		
Psychology										$13,000 1		$14,000 1	$15,600 1					$17,750 2
Sociology																		
Social Sciences-Other																		
Aerospace & Aeronautical Engineering	$27,000 1				$30,387 7	$31,306 5			$31,000 1									
Agricultural Engineering									$30,396 1									
Architectural Engineering						$27,000 1												
Bioengineering & Biomedical Engineering																		
Chemical Engineering	$36,000 1				$36,014 7	$31,920 2	$34,749 73 $37,100 $31,900	$35,050 10	$33,600 4									
Civil Engineering		$32,000 1	$23,000 1		$30,000 3	$24,600 3		$28,184 12	$27,223 17									
Computer Engineering	$30,420 3		$31,442 11	$31,173 3					$29,504 3									

Curriculum - Continued	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administrative Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Electrical Engineering	$32,314 13	$31,574 34 $33,000 $30,480	$29,610 7	$30,934 14	$28,700 23 $32,600 $25,343	$31,648 12	$33,120 2	$30,991 25 $34,700 $26,000	$29,108 34 $33,300 $25,343									
Environmental Engineering																		
Industrial Engineering	$31,784 4	$29,700 1	$37,800 1		$31,672 5	$31,500 1	$27,853 3	$31,000 4	$28,305 9									
Mechanical Engineering	$30,780 4	$32,494 10	$31,200 1	$31,076 10	$30,221 26 $34,320 $25,343	$29,996 9	$32,888 8	$33,080 46 $36,000 $30,000	$32,539 29 $36,120 $30,000									
Metallurgical Engineering				$33,600 1	$31,190 2	$31,500 1	$25,000 1	$33,329 7	$31,700 4									
Mining Engineering								$32,500 1	$31,500 3									
Nuclear Engineering		$33,120 1			$30,600 1	$24,000 1			$32,400 2									$20,000 1
Petroleum Engineering							$33,333 3	$36,500 6	$37,437 10									
Textile Engineering																		
Engineering Technology	$29,800 1	$31,500 1			$37,600 1	$31,500 2		$30,400 2	$31,532 3									
Industrial Technology									$28,000 1									
Agribusiness																		
Animal Sciences																		
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences																		
Computer Science	$20,711 7		$30,014 6	$26,400 1	[illegible] 1			$33,500 1	$32,550 2									
Computer Programming			$31,000 1															
Information Sciences & Systems				$30,000 1														
Systems Analysis																		

Continued . . .

	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administrative - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Allied Health										$18,133 3		$20,000 1		$25,800 1				$20,280 1
Health Sciences										$27,500 1		$25,000 4		$25,119 2				$16,500 2
Nursing										$25,000 1			$25,533 6					
Pharmacy																		
Actuarial																		
Architectural & Environmental Design																		
Biological							$42,000 1					$18,000 1						$30,000 1
Chemistry																		
Geological																		
Mathematics (incl. Statistics)	$27,600 1		$32,900 2															
Physics																		
Other Physical & Earth Sciences																		$35,000 1
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administrative - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Nontechnical Curricula								$35,400 1	$23,600 2	$17,763 5		$19,600 2	$15,600 1		$30,200 1			$18,625 8
Technical Curricula	$31,142 35 $33,560 $27,600	$31,766 48 $33,696 $30,000	$30,734 30 $34,200 $25,343	$30,012 30 $33,000 $28,500	$36,503 78 $35,880 $25,343	$30,302 37 $32,769 $27,000	$34,248 91 $36,900 $30,000	$32,406 114 $36,800 $28,000	$30,769 123 $36,000 $25,343	$21,300 5		$23,002 6	$25,533 6	$25,346 3				$22,213 6

FUNCTIONAL AREA CATEGORIES - Continued

Bachelor's Degree Curricula	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration Social Services	Counseling	Fundraising Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Accounting					$24,960 1	$28,800 1					$26,500 2		$23,765 8					
Business Administration incl. Management Science			$20,000 1			$27,250 4	$27,125 4				$24,957 7	$21,554 9	$19,924 72 $23,000 $15,000					
Distribution Management													$23,433 3					
Economics & Finance (incl. Banking)						$21,000 1					$25,945 9		$21,557 23 $28,000 $15,600					
Hotel / Restaurant Management													$19,820 18					
Human Resources (incl. Labor Relations)												$23,750 4	$24,000 3					
Management Information Systems					$25,580 8	$26,309 39 $29,120 $22,000	$27,642 13											
Marketing / Marketing Management (incl. Research)					$14,400 1	$21,000 1							$20,339 48 $25,000 $17,000					
Real Estate																		
Advertising													$19,000 1					
Communications		$22,000 1									$23,406 3		$18,680 10					$18,400 1
Journalism													$20,000 1					$12,000 1
Telecommunications / Broadcasting																		
Elementary Education												$19,200 1						$18,558 114 $24,000 $10,000
Pre-Elementary Education				$9,048 1														$15,350 4
Physical Education																		$20,171 13
Special Education																		$19,529 19

Curriculum - Continued	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Acutarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Human Ecology		$10,000 1		$17,148 1							$23,933 3		$15,853 3					$17,325 11
Textiles & Clothing													$17,920 5					
Merchandising Management													$17,541 19					
Foreign Languages													$19,200 1					
Letters	$11,500 1												$21,000 2		$21,000 1			$16,823 14
Visual & Performing Arts													$17,000 1					$19,015 16
Humanities-Other				$19,400 1									$18,500 1					
Criminal Justice													$23,250 2					$22,500 1
History										$20,000 1								$19,000 1
Political Science / Government			$16,450 2										$18,589 7		$17,000 1			$18,944 1
Psychology		$15,419 7				$24,200 1							$17,250 2					$18,000 1
Sociology		$16,320 1		$19,224 3									$24,000 1					
Social Sciences-Other	$18,000 1	$15,000 1	$13,000 1	$16,600 2														$19,130 1
Aerospace & Aeronautical Engineering																		
Agricultural Engineering																		
Architectural Engineering																		
Bioengineering & Biomedical Engineering																		
Chemical Engineering																		
Civil Engineering											$26,667 3							
Computer Engineering																		

	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
Curriculum - Continued	Administration Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Electrical Engineering					$33,300 1	$31,824 1					$30,950 6		$31,133 3					
Environmental Engineering																		
Industrial Engineering									$30,000 1		$29,450 4		$29,780 2					
Mechanical Engineering							$26,020 1											
Metallurgical Engineering																		
Mining Engineering																		
Nuclear Engineering																		
Petroleum Engineering																		
Textile Engineering																		
Engineering Technology							$30,000 1						$31,800 1					
Industrial Technology													$13,000 1					
Agribusiness									$17,833 3				$24,000 1					
Animal Sciences									$15,000 3									
Plant Sciences									$21,000 1		$22,000 1							
Natural Resources									$22,000 1									
Other Agricultural Sciences													$15,118 1					$25,000 1
Computer Science					$27,882 47 $32,400 $21,000	$27,171 13	$29,580 28 $33,000 $25,020				$29,040 1		$20,000 1	$22,265 1				$13,000 1
Computer Programming					$25,257 4													
Information Sciences & Systems					$25,070 10	$26,919 8	$28,342 7											
Systems Analysis																		

Curriculum - Continued	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration / Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Allied Health	$15,680 1												$22,000 1					
Health Sciences		$13,000 1	$20,000 1	$16,800 1														
Nursing																		
Pharmacy																	$32,040 3	
Actuarial								$31,867 3										
Architectural & Environmental Design										$17,663 4								
Biological		$11,440 1							$23,000 1								$10,000 1	$18,654 4
Chemistry																	$14,000 1	
Geological											$21,000 2							$18,750 2
Mathematics (incl. Statistics)					$22,750 4		$25,650 4	$28,250 2			$19,000 1			$21,505 5				$20,398 10
Physics					$25,500 2													
Other Physical & Earth Sciences									$18,000 1									
Polymer Science																		
Textile Science																		

BACHELOR'S SUMMARY

	Administration / Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Nontechnical Curricula	$15,150 2	$15,568 11	$16,475 4	$17,100 8	$23,001 7	$26,171 47 $28,800 $22,000	$27,520 17			$26,000 1	$25,134 24 $28,200 $24,000	$22,013 14	$20,017 231 $25,000 $15,000		$19,000 2			$18,533 200 $23,940 $10,000
Technical Curricula	$15,680 1	$12,220 2	$20,000 1	$16,800 1	$27,022 60 $32,000 $20,100	$27,201 22 $31,824 $25,000	$26,914 41 $32,400 $25,000	$30,420 5	$20,136 11	$17,663 4	$27,530 18		$25,353 11	$21,032 6			$24,024 5	$19,072 18

AVERAGE YEARLY SALARY OFFERS
Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	January 1990	January 1990	September 1989		90th	50th	10th
BUSINESS							
Accounting	**74**	**$30,336**	$28,849	5.2%	$34,500	$31,000	$24,000
MBA-Nontechnical undergraduate							
1 year or less	**42**	**30,833**	33,873	-9.0	36,400	30,500	24,500
1 to 2 years	**17**	**42,059**	41,283	*	*	*	*
2 to 4 years	**16**	**41,850**	42,952	*	*	*	*
Over 4 years	**19**	**45,999**	44,529	*	*	*	*
MBA-Technical undergraduate degree							
1 year or less	**5**	**39,924**	37,102	*	*	*	*
1 to 2 years	**2**	**39,000**	44,282	*	*	*	*
2 to 4 years	**5**	**58,020**	46,921	*	*	*	*
Over 4 years	**3**	**67,333**	49,296	*	*	*	*
MS-Business	**9**	**31,067**	33,244	*	*	*	*
Public Administration	◆	◆	N/A	N/A			
Economics & Finance	**7**	**27,314**	34,050	*	*	*	*
Labor/Industrial Relations (incl. Human Resources)	**2**	**30,000**	31,947	*	*	*	*
Management Information Systems	**2**	**36,500**	32,067	*	*	*	*
Marketing/Marketing Management (incl. Marketing Research)	**2**	**27,906**	34,105	*	*	*	*
COMMUNICATIONS							
Advertising	◆	◆	◆				
Communications	**3**	**29,000**	23,520	*	*	*	*
Journalism	◆	◆	23,240				
EDUCATION							
Education Administration	**3**	**22,800**	23,971	*	*	*	*
Elementary Education	**10**	**22,528**	22,037	*	*	*	*
Physical Education	◆	◆	12,000				
Reading Education	◆	◆	16,380				
Special Education	**5**	**21,498**	21,810	*	*	*	*
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	◆	◆	18,054				
Letters (incl. Eng. Lit, etc)	**1**	**12,000**	24,334	*	*	*	*
Visual & Performing Arts	◆	◆	19,945				
Humanities-Other	◆	◆	32,000				
History	◆	◆	19,185				
Political Science/Government	◆	◆	29,409				
Psychology	**2**	**32,200**	24,390	*	*	*	*
Sociology	◆	◆	24,272				
Social Sciences	**1**	**23,419**	26,030	*	*	*	*
ENGINEERING							
Aerospace & Aeronautical	**6**	**35,845**	34,381	*	*	*	*
Agricultural	◆	◆	32,400				
Bioengineering & Biomedical	◆	◆	34,930				
Chemical	**8**	**35,114**	35,952	*	*	*	*
Civil	**34**	**31,374**	30,833	1.8	36,120	31,000	25,476
Computer	**1**	**39,364**	36,760	*	*	*	*
Electrical	**28**	**35,906**	36,215	-0.9	39,500	36,000	30,620
Industrial	**7**	**37,557**	34,295	*	*	*	*
Mechanical	**10**	**34,832**	35,131	*	*	*	*
Metallurgical	◆	◆	35,039				
Mining	**1**	**30,000**	31,920	*	*	*	*
Nuclear	◆	◆	34,888				
Petroleum	**4**	**38,700**	38,231	*	*	*	*

N/A - No historic data available

* Not computed for fewer than 20 offers

Continued . .

AVERAGE YEARLY SALARY OFFERS

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	January 1990	January 1990	September 1989		90th	50th	10th
Continued . .							
HEALTH SCIENCES							
Allied Health	**1**	**$34,248**	$27,753	*	*	*	*
Health Sciences	**2**	**20,800**	22,572	*	*	*	*
Nursing	♦	♦	26,780				
SCIENCES							
Agricultural & Natural Resources	♦	♦	23,835				
Architectural & Environment Design	♦	♦	27,327				
Biological	♦	♦	25,063				
Chemistry	**1**	**35,000**	31,382	*	*	*	*
Computer Science	**20**	**34,738**	35,690	-2.7 %	$39,500	$35,900	$28,000
Geological Sciences	**10**	**32,301**	31,148	*	*	*	*
Mathematics	**7**	**32,907**	30,932	*	*	*	*
Physics	**2**	**29,875**	30,686	*	*	*	*
Polymer	**2**	**34,980**	34,137	*	*	*	*
	374						

Doctoral Candidates

Graduate Program	Number of Offers January 1990	Average $ Offer January 1990	Average $ Offer September 1989	Percent Change in $ Offers from September 1989	90th	50th	10th
BUSINESS							
Business Administration & Management	♦	♦	$47,333				
Computer & Information Sciences	**1**	**$58,000**	49,743	*	*	*	*
Economics & Finance	**1**	**38,000**	38,060	*	*	*	*
EDUCATION							
Education Administration	**4**	**37,450**	44,168	*	*	*	*
HUMANITIES & SOCIAL SCIENCES							
English	♦	♦	24,125				
Foreign Languages	♦	♦	25,250				
Humanities	**1**	**24,000**	N/A	N/A	*	*	*
Psychology	♦	♦	32,965				
Sociology	♦	♦	27,000				
Social Sciences	**4**	**31,200**	N/A	N/A	*	*	*
ENGINEERING							
Aerospace	**1**	**50,000**	49,493	*	*	*	*
Chemical	**7**	**47,860**	47,717	*	*	*	*
Civil	♦	♦	39,438				
Computer	♦	♦	52,433				
Electrical	**3**	**58,667**	50,482	*	*	*	*
Industrial	♦	♦	N/A	N/A			
Mechanical	**2**	**45,500**	46,771	*	*	*	*
Metallurgical	**2**	**52,560**	48,464	*	*	*	*
SCIENCES							
Agricultural & Natural Resources	**2**	**33,550**	43,278	*	*	*	*
Biological	♦	♦	50,000				
Chemistry	**6**	**39,383**	43,147	*	*	*	*
Geology & Geological Sciences	♦	♦	33,431				
Mathematics	**2**	**36,000**	45,438	*	*	*	*
Physics	**3**	**42,293**	42,263	*	*	*	*
Polymer	♦	♦	44,626				
	39						

N/A - No historic data available
* Not computed for fewer than 20 offers

1989-90 CPC SALARY SURVEY PARTICIPANTS

ECPO

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
University of Bridgeport
Brown University
Buffalo State College
Clarkson University
Columbia University
University of Connecticut
Cornell University
CUNY-Bernard M. Baruch
CUNY-Baruch College-Business & Public Administration
CUNY-City College
CUNY-Graduate School & University Center
CUNY-Hunter College
Dartmouth College
Eastern Nazarene College
Fordham University - Lincoln Center
Fordham University
Franklin Pierce College
Husson College
Ithaca College
The King's College
LeMoyne College
Long Island University
University of Maine - Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
University of Massachusetts-Amherst
Mount Holyoke College
New Hampshire College
New School for Social Research-Graduate School
Northeastern University
Pace University - New York City
Pace University - Westchester
Polytechnic University
Pratt Institute
Regis College
Rensselaer Polytechnic University
University of Rhode Island
Roberts Wesleyan College
University of Rochester
University of Rochester - W.E. Simon Graduate School of Business
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
St. Joseph's University
SUNY-Buffalo
SUNY-Cortland
SUNY-Geneseo
SUNY-Plattsburgh
SUNY-Purchase
Syracuse University
Union College
Vassar College
Wells College
Williams College
Worcester Polytechnic Institute

MAPA

Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California University of Pennsylvania
Capitol College
Carnegie-Mellon University
Catholic University of America
Centenary College
Delaware State College
University of Delaware
University of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson - Rutherford
Fairleigh Dickinson - Teaneck
Gannon University
Georgetown University
George Washington University
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Mansfield University
University of Maryland - Baltimore County
University of Maryland - College Park
Marymount University-Graduate School
Neumann College
New Jersey Institute of Technology
Penn State University
Penn State - Behrend College
Penn State - Capitol Campus
University of Pennsylvania
University of Pittsburgh
Point Park College
Princeton University
Ramapo College of NJ
Rutgers University - Camden - Arts & Science
Rutgers University - Newark
Rutgers University - New Brunswick
University of Scranton
Seton Hall University
Spring Garden College
Susquehanna University
Swarthmore College
Temple University
Trenton State College
Ursinus College
Villinova University
Virginia State University
Virginia Wesleyan University
Washington & Lee University
West Virginia Institute of Technology
West Virginia University
Widener University

MCPA

Adrian College
University of Akron
Anderson University
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve University
Cedarville College
Central Missouri State University
University of Chicago
University of Chicago - Graduate School of Business
University of Cincinnati
Cleveland State University
Coe College
Concordia College
Davenport College - Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Doane College
Dordt College
Emporia State University
Eureka College
Ferris State University
Franciscan University - Stuebenville
Grace College
Grand View College
Hanover College
IIT-Illinois Institute of Technology
University of Illinois - Chicago
University of Illinois - Chemistry & Chemical Engineering
University of Illinois - Commerce & Business
University of Illinois - Engrg.
Indiana University
Indiana University - Northwest
Indiana University / Purdue University - Indianapolis
Iowa State University - Agri.
Iowa State University - Business, Science & Humanities
Iowa State University - Design
Iowa State University - Engrg.
Iowa State University - Family & Consumer Science
Iowa State University-Veterinary Medicine
University of Iowa
University of Iowa - Engrg.
John Carroll University
Judson College
University of Kansas - Arts
University of Kansas - Business
University of Kansas - Engrg.
Kenyon College
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor - Engineering
University of Michigan-Dearborn
University of Minnesota-Agriculture
University of Minnesota-Carlson School of Management
Minot State University
University of Missouri-Columbia - Engineering
University of Missouri - Rolla
University of Missouri-St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
North Central College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern University-Kellogg Graduate School of Business
Northwest Missouri State University
Ohio Northern University
Ohio State University - Agriculture
Ohio State University - Arts & Science
Ohio State University - Business
Ohio State University - Engrg.
Ohio University
Ohio Wesleyan University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State University
Southern Illinois University - Carbondale
Southern Illinois University - Edwardsville
Southwest Missouri State University
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
University of Toledo
Tri-State University
Washington University-School of Business
Wayne State University
Westmar College
University of Wisconsin - Eau Claire
University of Wisconsin - Green Bay
University of Wisconsin - Madison - Arts
University of Wisconsin - Madison - Business
University of Wisconsin - Madison - Engineering
University of Wisconsin - Platteville
University of Wisconsin - River Falls
College of Wooster
Wright State University
Youngstown State University

RMCPA

American Grad School of International Management - Thunderbird
University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Montana State University
University of Montana
University of Nebraska - Lincoln
University of Nebraska - Omaha
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
Sioux Falls College
South Dakota School of Mines
University of South Dakota - Business
Utah State University
University of Utah
Washburn University
University of Wyoming

SCPA

Alabama A&M University
University of Alabama
University of Alabama - Engrg.
University of Alabama - Birmingham
Auburn University
Augusta College
Bellarmine College
Berry College
Catawba College
University of Central Florida
Centre College
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke University - Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State University
Elon College
Emory University - Business
Florida Atlantic University
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia Institute of Technology
Georgia Southern College
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
Mars Hill College
Mary Washington College
Memphis State University
Middle Tennessee State University
Millsaps College
Mississippi State University
University of Mississippi
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central University
North Carolina State University - Textiles
University of North Carolina - Asheville
University of North Carolina - Chapel Hill
University of North Carolina - Greensboro
Northeast Louisiana University
Northern Kentucky University
University of North Florida
Oglethorpe University
Old Dominion University
Presbyterian College
Queens College
Randolph-Macon Woman's College
Rollins College
University of South Alabama
University of South Carolina
University of South Carolina - Aiken
Uninversity of South Carolina - Coastal
Southern College of Technology
University of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
University of Tennessee - Chattanooga
University of Tennessee - Knoxville
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt University - Owen Grad. School of Management
Virginia Tech & State University
University of Virginia
Wake Forest University
Wake Forest University-Babcock Grad. School of Management
Western Carolina University
Western Kentucky University
College of William & Mary
Winthrop College
Wofford College
Xavier University of Louisiana

SWPA

Arkansas College
Baylor University
Corpus Christi State University
Hendrix College
University of Houston
University of Houston - Clear Lake
Kansas Wesleyan
Lamar University
Langston University
Louisiana Tech University
University of North Texas
Northwestern Oklahoma State University
Oklahoma State University
Oklahoma State Univiersity - Engineering
University of Oklahoma
Pan American University
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
University of Texas - Austin - Engineering
University of Texas - El Paso
University of Texas - Tyler

WCPA

Arizona State University
California Inst. of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University-Fresno
California State University-Hayward
California State University-Long Beach
California State University-Los Angeles
California State University-Sacramento
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Monterey Institute of International Studies
University of Nevada - Reno
Oregon State University
University of Oregon
Portland State University
University of Redlands
Saint Mary's College
San Diego State University
University of San Francisco
San Jose State University
Santa Clara University
University of Southern California
University of Southern California-Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College

A3940-2U 7/90

A study of 1989-1990 beginning offers

CPC $alary $urvey

March 1990

College Placement Council, Inc. • 62 Highland Avenue • Bethlehem, PA 18017

Traditionally, the salary offers reported in the ***CPC Salary Survey*** reflect the current condition of the economy, and those summarized in this March 1990 report are no exception. The economy appears stable at the moment, having neither gained nor lost strength since our last report two months ago. Likewise, in the aggregate, salary offers remain stable. While there are pockets of decreased demand for graduates, the anticipation of new markets opening in Eastern Europe and of the "peace dividend," or the shuttling of funds from reductions in the defense budget to other areas of national endeavor, have had a positive effect on college recruiting.

Indications are that defense employers are diversifying their operations, which has negated the expected dropoff in the recruiting of aerospace engineers. Instead of going down, starting salary offers to these graduates actually rose 4.2 percent since September, to an average of $30,666.

A continuing supply/demand imbalance has produced substantial increases in starting salary offers to chemical and petroleum engineers. The average offer to chemical engineers has jumped 6.8 percent since last September—to $35,204; the average to petroleum engineers shot up a hefty 10.2 percent—to $36,120. Other engineering graduates also fared well, if not so spectacularly. Mechanical engineers received a 5.2 percent higher dollar average, drawing $32,083, while the average offer to electrical engineers moved up 3.4 percent, to $31,628.

Not surpisingly, Wall Street cutbacks have had an adverse effect on graduates in economics and finance. Decreased recruiting has reduced starting salary offers to these graduates by an average of 2.2 percent, cutting September's figure down to $24,168. Also a bit lower, at $33,670, is the current average for M.B.A. graduates with nontechnical undergraduate degrees and no experience.

However, other business disciplines have made gains. Human resources graduates have received the biggest increase; their average offer jumped 5.7 percent since September—to $24,153. Accounting graduates drew a 3.8 percent higher dollar average of $26,187, while the average for business administration graduates rose slightly to $22,476.

The ever-increasing need for graduates in the health-care fields has pushed allied health offers up to an average of $26,537, an increase of 8.7 percent over last September's figure. Occupational therapists and physical therapists received starting averages of $26,353 and $29,489, respectively. The strong demand for nurses boosted their average starting salary 7.5 percent higher—to $26,795.

The ***CPC Salary Survey*** March 1990 report contains information received during the period of September 1, 1989, to March 10, 1990. Its data are compiled from offers extended to students graduating between September 1, 1989, and August 31, 1990. Participating in the ***Salary Survey*** are 428 career services offices at colleges and universities across the United States. The report is available only to CPC members and ***Salary Survey*** subscribers, who also may order additional copies at $3 each. Also available to this constituency are reports on starting salary offers within each of the geographic regions that coincide with the seven regional placement associations: ECPO, MAPA, MCPA, RMCPA, SCPA, SWPA, and WCPA. The March 1990 regional reports cost $15 each.

SPECIAL NOTE: Due to an equal preference, no decision has been made at this time whether to alter the current reporting of salary ranges. Thank you to those who responded to our survey included with the January report.

Dawn Oberman
Statistical Services Specialist

SCOPE AND NATURE OF THE SURVEY

An understanding of the scope, nature, and coverage of the ***CPC Salary Survey*** is essential to the proper interpretation and use of the statistics.

The study compiles reports from 428 career planning and placement offices of colleges and universities across the United States. Typically, 98 percent of these offices submit reports for each issue. The reports consist of starting salary offers made to new graduates by employing organizations in business, industry, government, and by non-profit and educational institutions. The figures reported are for base salaries only, and do not include bonuses, fringe benefits, or overtime rates. The data cover a broad range of functional positions. Confidentiality is maintained for the individual, the college, and the employer.

Reports are issued each January, March, July, and September. The number of offers reported in each report is cumulative from the previous September.

The ***Survey*** reports offers, not acceptances. It does not distinguish between single and multiple offers to individual students, and consequently, offers in the study cannot be equated with actual hires. Also, inasmuch as the ratio of offers to hires is partially a function of the economic climate, year-to-year ratio comparisons based on ***Survey*** data would be invalid. In those categories where offers are relatively few, the data should be regarded only as indicative.

The ***Survey*** is available only to members of the College Placement Council and to ***Salary Survey*** subscribers, and is intended for their professional use.

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ISSN 0196-1004

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	March 1990	March 1990	September 1989		90th	50th	10th
BUSINESS							
Accounting	**1,944**	**$26,187**	$25,223	3.8%	$29,828	$26,500	$22,200
Business Administration (incl. Management Science)	**404**	**22,476**	22,450	0.1	28,500	21,600	16,305
Distribution Management	**28**	**25,108**	24,211	3.7	29,000	25,680	20,500
Economics & Finance (incl. Banking)	**453**	**24,168**	24,710	-2.2	29,900	25,000	18,200
Hotel/Restaurant Management	**31**	**20,005**	19,657	1.8	21,500	20,000	18,000
Human Resources (incl. Labor Relations)	**50**	**24,153**	22,842	5.7	28,875	24,000	18,000
Management Information Systems	**159**	**26,915**	26,772	0.5	30,120	27,200	22,000
Marketing/Marketing Management (incl. Research)	**487**	**22,741**	22,479	1.2	27,000	23,000	18,000
Real Estate	**14**	**24,561**	23,551	*	*	*	*
COMMUNICATIONS							
Advertising	**20**	**18,133**	19,560	-7.3	23,000	18,000	13,400
Communications	**103**	**20,208**	20,819	-2.9	25,500	20,000	15,000
Journalism	**36**	**17,389**	20,085	-13.4	24,000	16,000	12,960
Telecommunications/Broadcasting	**13**	**18,101**	20,176	*	*	*	*
EDUCATION							
Elementary Education	**231**	**19,066**	18,767	1.6	23,966	19,500	13,000
Pre-Elementary Education	**22**	**16,680**	17,016	-2.0	22,347	18,000	10,400
Physical Education	**23**	**19,397**	19,583	-1.0	24,000	19,650	15,000
Special Education	**50**	**19,924**	19,815	0.6	23,940	19,950	17,400
HOME ECONOMICS							
Human Ecology	**36**	**18,902**	18,931	-0.2	25,400	18,500	10,920
Textiles & Clothing	**30**	**20,538**	19,742	4.0	24,000	20,000	19,000
Merchandising Management	**28**	**18,335**	19,539	-6.2	21,500	18,750	13,500
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	**5**	**19,831**	21,129	*	*	*	*
Letters	**51**	**19,050**	20,951	-9.1	23,500	20,000	15,000
Visual & Performing Arts	**34**	**18,866**	18,838	0.1	22,000	18,738	15,781
Humanities-Other	**44**	**25,025**	22,364	11.9	38,000	21,700	18,000
Criminal Justice	**13**	**20,583**	21,427	*	*	*	*
History	**8**	**22,469**	23,348	*	*	*	*
Political Science/Government	**41**	**21,302**	23,280	-8.5	28,000	20,000	14,400
Psychology	**51**	**19,481**	19,400	0.4	26,500	18,600	11,400
Sociology	**11**	**23,772**	18,979	*	*	*	*
Social Sciences-Other	**15**	**17,482**	22,232	*	*	*	*
ENGINEERING							
Aerospace & Aeronautical	**116**	**30,666**	29,433	4.2	32,600	31,200	27,000
Agricultural	**15**	**31,205**	26,045	*	*	*	*
Architectural	**22**	**30,174**	25,530	18.2	33,000	30,540	27,000
Bioengineering & Biomedical	**6**	**29,568**	28,581	*	*	*	*
Chemical	**669**	**35,204**	32,949	6.8	37,100	35,400	33,000
Civil	**410**	**27,845**	27,046	2.2	33,000	27,284	23,532

N/A - No historic data available

* Not computed for fewer than 20

Continued . . .

AVERAGE YEARLY SALARY OFFERS-

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	March 1990	March 1990	September 1989		90th	50th	10th
Continued . . .							
Computer	80	$31,800	$30,244	5.1 %	$34,200	$32,130	$27,000
Electrical	932	31,628	30,594	3.4	34,392	32,000	28,000
Environmental	+	+	N/A	N/A			
Industrial	296	30,961	29,660	4.4	33,600	31,200	27,500
Mechanical	1,033	32,083	30,490	5.2	35,500	32,400	28,000
Metallurgical	74	31,998	30,631	4.5	33,600	32,160	29,380
Mining	16	28,961	26,790	*	*	*	*
Nuclear	15	30,583	30,747	*	*	*	*
Petroleum	56	36,120	32,789	10.2	39,600	36,600	28,200
Textile	3	33,669	26,633	*	*	*	*
Engineering Technology	101	29,921	28,342	5.6	34,200	30,000	24,000
Industrial Technology	21	24,976	26,731	-6.6	30,000	27,000	17,500
AGRICULTURE & NATURAL RESOURCES							
Agribusiness	35	22,496	22,182	1.4	28,800	22,385	18,000
Animal Sciences	16	17,830	19,328	*	*	*	*
Plant Sciences	5	21,200	18,354	*	*	*	*
Natural Resources	4	17,925	21,256	*	*	*	*
Other Agricultural Sciences	14	25,223	21,605	*	*	*	*
COMPUTER SCIENCES							
Computer Science	341	29,090	28,659	1.5	33,450	30,000	24,000
Computer Programming	30	28,531	28,316	0.8	32,766	29,885	25,000
Information Sciences & Systems	136	28,629	26,428	8.3	32,850	28,500	25,000
Systems Analysis	2	27,250	28,833	*	*	*	*
HEALTH SCIENCES							
Allied Health	47	26,537	24,416	8.7	30,800	27,000	22,000
Health Sciences	16	22,470	21,480	*	*	*	*
Nursing	22	26,795	24,915	7.5	32,000	27,000	20,000
Pharmacy[1]	17	33,576	36,815	*	*	*	*
SCIENCES							
Actuarial	7	28,986	26,778	*	*	*	*
Architectural & Environmental Design	11	23,248	24,660	*	*	*	*
Biological	25	21,780	21,495	1.3	31,000	21,000	14,000
Chemistry	42	28,057	26,307	6.7	30,900	28,150	23,000
Geological	9	19,887	23,674	*	*	*	*
Mathematics (incl. Statistics)	60	23,923	26,407	-9.4	31,700	23,250	18,500
Physics	10	25,001	28,022	*	*	*	*
Other Physical and Earth Sciences	2	24,000	22,537	*	*	*	*
Polymer Science	+	+	N/A	N/A			
Textile Science	24	26,861	N/A	N/A	29,000	26,800	25,000
	9,177						

N/A - No historic data available

* Not computed for fewer than 20 offers

+ No offers reported

[1] Pharmacy is a 5-year degree program

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	March 1990	March 1990	September 1989		90th	50th	10th
FINANCE							
Accounting (Public)	1,532	$26,407	$25,727	2.6%	$29,800	$26,500	$23,000
Accounting (Private)	433	25,083	23,517	6.7	29,500	25,500	20,000
Commercial Banking (Consumer)	43	21,119	21,676	-2.6	25,200	21,400	15,000
Commercial Banking (Lending)	59	22,892	22,835	0.3	27,000	22,000	19,000
Investment Banking (Corporate Finance)	15	28,151	26,750	*	*	*	*
Investment Banking (Mergers & Acquisitions)	5	24,627	29,097	*	*	*	*
Investment Banking (Real Estate)	6	25,033	22,574	*	*	*	*
Investment Banking (Sales & Trading)	4	19,638	24,266	*	*	*	*
Financial/Treasury Analysis	180	26,385	26,367	0.1	30,000	26,875	21,354
Portfolio Management/Brokerage	21	20,333	23,772	-14.5	26,000	18,500	16,500
Insurance (Underwriting)	38	22,032	21,858	0.8	25,000	22,258	19,200
Insurance (Claims)	39	21,934	N/A	N/A	26,000	21,000	18,200
COMMUNICATIONS							
Design/Graphic Arts	10	19,078	20,902	*	*	*	*
Media Planning	9	19,382	20,263	*	*	*	*
Reporting	7	15,923	16,438	*	*	*	*
Production	18	26,337	22,982	*	*	*	*
Public Relations	27	20,830	20,118	3.5	25,000	19,000	15,000
Writing/Editing	22	17,955	20,239	-11.3	23,500	16,350	13,780
MARKETING							
Advertising	24	19,085	19,358	-1.4	24,000	18,250	14,000
Brand/Product Management	55	25,239	23,623	6.8	32,500	25,220	19,000
Buyer/Merchandising	96	22,362	22,010	1.6	27,000	22,050	19,000
Distribution	29	26,966	N/A	N/A	35,000	26,000	18,200
Market Research	15	25,856	25,636	*	*	*	*
Purchasing	19	23,708	N/A	N/A	*	*	*
Sales	537	24,731	23,188	6.7	32,000	24,300	18,000
PUBLIC ADMINISTRATION							
Executive, Legislative, & General	17	20,620	19,582	*	*	*	*
Finance, Taxation, Monetary Policy	14	21,873	24,253	*	*	*	*
Economic Programs	11	26,699	21,081	*	*	*	*
Law Enforcement	12	25,083	22,078	*	*	*	*
Military	38	21,660	22,087	-1.9	28,000	19,697	15,738
National Security	2	26,850	24,771	*	*	*	*
Urban/Regional Planning	1	27,500	22,819	*	*	*	*
ENGINEERING							
Bioengineering	12	27,554	30,924	*	*	*	*
Design/Construct	611	29,980	28,849	3.9	34,600	30,780	24,000
Environmental/Sanitation	56	28,852	28,271	2.1	34,032	28,737	23,700
Manufacturing/Industrial	703	32,171	30,492	5.5	35,400	32,400	28,500
Systems/Programming	129	30,789	30,036	2.5	33,616	31,200	27,000
Power Systems	128	31,767	30,093	5.6	34,000	31,875	30,000
Software Design & Development	117	31,403	30,537	2.8	34,200	32,000	28,000
Hardware Design & Development	96	31,922	30,888	3.3	34,200	32,138	29,700
Research & Development	257	31,849	30,658	3.9	36,200	32,000	26,252
Testing	105	30,477	28,990	5.1	33,000	31,000	27,000
Process Engineering	519	35,051	31,902	9.9	37,000	35,400	32,500
Project Engineering	379	32,276	N/A	N/A	36,000	32,500	27,500
Other Engineering	587	31,451	30,614	2.7	35,640	32,000	25,400
HEALTH CARE							
Administrative	18	21,693	N/A	N/A	*	*	*
Industrial Hygiene	+	+	N/A	N/A			
Medical Technology	10	22,371	N/A	N/A	*	*	*
Nursing / Personal Care	23	25,743	24,958	3.1	32,000	27,000	20,000

N/A - No historic data available

* Not computed for fewer than 20 offers

Continued . . .

AVERAGE YEARLY SALARY OFFERS

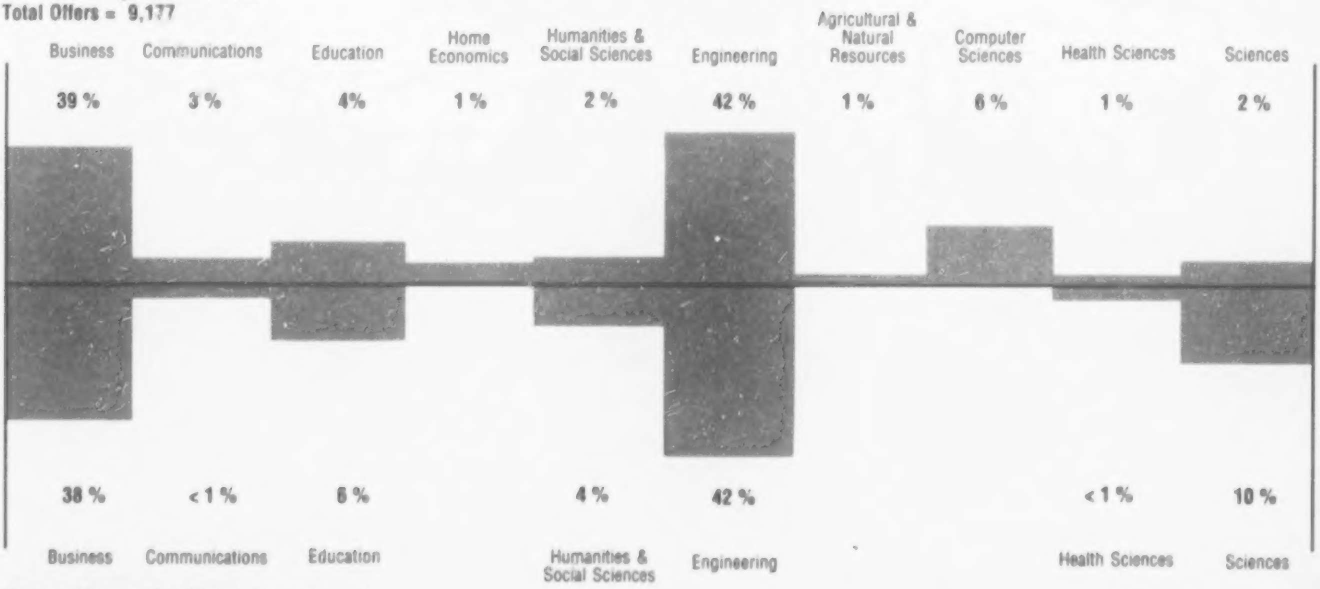
Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	March 1990	March 1990	September 1989		90th	50th	10th
Continued . . .							
Occupational Therapy	**16**	**$26,353**	N/A	N/A	*	*	*
Pharmacist	**7**	**35,519**	N/A	N/A	*	*	*
Physical Therapy	**18**	**29,489**	N/A	N/A	*	*	*
Respiratory Therapy	**3**	**18,167**	N/A	N/A	*	*	*
Other Health Related	**28**	**20,993**	N/A	N/A	$26,000	$20,000	$16,000
SOCIAL SERVICES							
Administration	**13**	**18,020**	$21,054	*	*	*	*
Counseling	**26**	**16,349**	17,675	-7.5 %	20,000	16,160	10,000
Fundraising/Development	**5**	**17,180**	19,057	*	*	*	*
Social Work	**17**	**17,904**	16,550	*	*	*	*
COMPUTER SCIENCE							
Computer Programming	**298**	**28,257**	27,559	2.5	33,000	28,800	22,000
Information Systems	**169**	**26,997**	26,766	0.9	31,500	27,200	22,000
Computer Systems Analyst	**166**	**29,726**	28,321	5.0	33,500	30,000	25,343
OTHER FUNCTIONAL AREAS							
Actuarial	**13**	**29,604**	28,437	*	*	*	*
Agricultural/Natural Resources	**49**	**20,329**	20,984	-3.1	27,000	20,000	14,536
Architecture	**6**	**18,308**	22,241	*	*	*	*
Consulting	**203**	**28,127**	28,373	-0.9	32,000	28,000	24,500
Human Resources/Industrial Relations	**39**	**23,174**	22,937	1.0	30,000	20,500	17,500
Management Trainee	**569**	**21,412**	22,080	-3.0	28,020	20,600	16,000
Mathematician/Statistician	**8**	**23,236**	25,546	*	*	*	*
Paralegal	**5**	**16,460**	20,958	*	*	*	*
Research (Nontechnical)	**4**	**23,500**	23,140	*	*	*	*
Research (Technical)	**22**	**26,911**	22,397	20.2	32,040	31,470	16,000
Teaching	**405**	**19,075**	18,989	0.5	24,000	19,400	13,000
	9,177						

PROPORTION OF OFFERS BY CURRICULAR AREA

Bachelor's Degree Candidates
Total Offers = 9,177



Master's Degree Candidates (Inexperienced)
Total Offers = 1,024

Beginning salary offers to all candidates by curriculum and employer

This diagram indicates arrangement of data in blocks

Average	$24,876 639	Number of Offers
90th Percentile	$28,000	
10th Percentile	$21,600	

Bachelor's Degree Curricula	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement/ Recreation/ Fast-Food	Hospitality - Hotels/Motels/ Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Accounting	$26,427 1490 $29,800 $23,000			$24,107 15		$22,773 6	$23,779 6	$28,400 5	$22,600 2	$23,736 31 $26,000 $20,000		$24,320 5	$23,460 27 $25,020 $20,000		$22,001 18	$22,000 1		$24,396 1
Business Administration - incl. Management Science	$20,037 7	$21,250 2		$21,244 18	$24,667 3	$19,356 12	$25,100 2	$25,244 16	$30,000 2	$20,700 16	$18,000 2	$19,286 15	$22,833 41 $26,000 $18,500	$22,500 3	$19,001 91 $23,000 $15,200			$17,350 2
Distribution Management	$27,500 1														$19,150 2			
Economics & Finance (incl. Banking)	$27,092 27 $29,900 $25,500	$17,000 1		$22,667 62 $27,000 $17,000	$25,600 12	$26,000 3	$21,333 6	$27,797 32 $31,500 $26,000	$21,000 1	$23,379 92 $30,000 $15,800		$20,767 9	$24,023 37 $30,000 $20,000		$20,958 37 $26,500 $18,200	$17,000 1		$20,000 1
Hotel / Restaurant Management											$20,833 3	$19,567 25 $21,060 $18,000			$21,500 1			
Human Resources (incl. Labor Relations)				$24,000 1						$21,750 2	$23,000 2	$18,000 1	$23,461 18	$20,000 1	$21,333 3	$17,500 1		
Management Information Systems	$27,400 4			$23,250 2	$26,000 1	$29,432 3	$26,640 23 $30,000 $24,800	$26,300 10		$26,781 4			$26,677 20 $27,800 $25,800		$24,303 15		$25,000 1	
Marketing/Marketing Management (incl. Research)	$25,375 4	$19,400 5		$20,967 15	$20,188 4	$22,047 9	$22,047 12	$26,667 3	$14,400 1	$21,427 11	$19,667 6	$21,767 6	$21,873 33 $25,000 $18,000		$21,486 140 $26,500 $17,500	$21,750 2	$22,100 3	$22,500 4
Real Estate	$27,500 2									$21,120 3			$21,000 2					
Advertising		$18,716 10				$18,700 3	$24,000 1			$18,000 1					$19,500 2			$11,000 1
Communications		$16,000 5		$20,400 2		$18,500 6	$16,750 4	$23,550 4		$21,000 2	$20,000 1		$19,614 7		$18,786 22 $23,000 $16,000			$17,200 3
Journalism		$14,633 3				$15,433 6						$14,000 2	$24,000 1		$23,833 3			$15,077 7
Telecommunications/ Broadcasting						$16,950 4									$14,200 3			
Elementary Education																		
Pre-Elementary Education																		
Physical Education											$16,000 1						$25,000 1	
Special Education																		

SERVICE EMPLOYERS

Curriculum - Continued	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Human Ecology						$25,400 1		$30,000 1		$19,000 2		$25,000 1			$14,520 4			
Textiles & Clothing															$19,986 25 $23,000 $19,000			
Merchandising Management		$12,400 1													$18,284 25 $21,000 $15,000			
Foreign Languages							$19,200 1											
Letters		$16,000 1					$19,000 1	$26,000 2		$22,000 1	$16,000 3	$20,000 1	$20,903 2	$21,600 1	$18,750 2			$16,250 2
Visual & Performing Arts						$17,000 1								$10,000 1	$16,500 2	$21,000 1		$21,000 1
Humanities-Other					$16,000 1	$46,000 1	$45,000 2				$17,500 1	$18,200 3	$25,150 4		$20,307 15			
Criminal Justice					$18,100 2							$14,000 1		$20,000 1	$18,443 2		$21,250 2	
History			$20,000 1												$22,000 1			
Political Science / Government					$35,000 1					$24,750 2	$16,120 1		$19,300 1	$15,000 2	$19,170 9			
Psychology		$40,000 1		$14,500 1	$10,000 1	$24,300 2		$23,000 1		$20,000 2	$15,300 1		$19,400 2		$22,480 10	$17,500 2		
Sociology															$24,000 1			
Social Sciences-Other																		$17,000 1
Aerospace & Aeronautical Engineering								$30,100 5										
Agricultural Engineering									$26,320 1									
Architectural Engineering								$29,100 2										
Bioengineering & Biomedical Engineering								$26,000 1										
Chemical Engineering		$28,200 1						$32,584 10	$27,000 1									
Civil Engineering								$28,140 46 $32,000 $25,296	$28,011 44 $31,200 $25,000									
Computer Engineering					$30,000 1	$37,400 2	$34,275 4	$30,000 6	$30,000 1	$34,000 1								

Curriculum - Continued	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Electrical Engineering	$31,000 3		$31,000 3			$32,072 33 $33,500 $31,000	$30,904 11	$30,300 44 $32,500 $27,500	$31,486 13				$30,567 3		$29,500 2		$25,343 1	
Environmental Engineering																		
Industrial Engineering	$28,000 1			$33,000 1	$33,333 3	$31,700 2		$30,019 31 $31,500 $27,000	$27,925 4						$24,000 3			
Mechanical Engineering	$31,250 2		$32,500 1			$31,100 2	$30,000 2	$31,349 40 $34,200 $29,500	$31,000 9				$29,700 1					
Metallurgical Engineering								$29,000 1										$30,800 1
Mining Engineering									$26,000 7									
Nuclear Engineering																		
Petroleum Engineering									$32,033 6									
Textile Engineering																		
Engineering Technology							$29,000 1	$29,167 3	$26,460 5						$22,000 2			
Industrial Technology																		
Agribusiness	$25,000 1									$20,000 1					$21,000 1			
Animal Sciences								$15,500 1										
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences				$19,500 1														
Computer Science	$31,333 3	$33,000 1		$26,330 2	$31,000 1	$29,941 25 $33,800 $26,275	$28,387 46 $32,500 $24,000	$30,000 29 $32,000 $27,000		$24,135 2			$25,011 13		$25,000 5	$24,000 1	$25,353 1	$27,000 2
Computer Programming							$23,067 3	$28,833 3										
Information Sciences & Systems	$29,000 8			$27,000 1		$29,284 7	$28,065 8	$29,194 8		$25,000 1	$21,500 1	$26,400 1	$28,318 19		$27,000 4			
Systems Analysis								$30,500 1										

Curriculum - Continued	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Allied Health															$22,000 1			
Health Sciences				$21,006 1				$13,000 1										
Nursing																		
Pharmacy															$41,000 1			
Actuarial								$32,000 1					$30,100 5					
Architectural & Environmental Design			$17,070 5						$24,000 1									
Biological									$42,000 1			$14,000 1	$26,000 1					
Chemistry																		
Geological								$21,000 2				$18,000 1	$30,000 1					
Mathematics (incl. Statistics)					$30,000 1	$20,500 1	$25,225 4	$26,767 3		$22,000 1	$19,450 2		$27,270 5		$23,767 3			
Physics							$35,100 1	$21,956 2	$20,000 1									
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science							$27,000 1											

BACHELOR'S SUMMARY

	Public Accounting	Advertising	Architecture	Banking (Commercial	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Nontechnical Curricula	$26,412 1043 $29,700 $23,000	$16,484 29 $23,000 $14,000	$20,000 1	$22,396 146 $27,000 $17,000	$23,642 25 $30,000 $18,000	$21,020 57 $28,800 $15,000	$24,441 58 $28,800 $19,000	$26,606 76 $30,000 $23,000	$23,433 6	$22,963 129 $30,000 $16,000	$19,115 21 $22,000 $15,600	$19,969 99 $23,000 $18,000	$23,432 204 $27,400 $18,500	$19,067 9	$20,714 433 $26,000 $16,000	$19,500 8	$22,886 7	$17,720 23 $24,000 $13,000
Technical Curricula	$30,153 10	$30,000 2	$24,228 9	$25,770 8	$31,693 6	$31,138 72 $33,900 $26,500	$28,862 61 $33,000 $24,600	$29,676 234 $33,000 $26,000	$28,890 84 $33,000 $24,000	$24,878 6	$20,133 3	$19,467 3	$28,040 46 $30,900 $25,700		$25,602 22 $30,000 $22,000	$24,000 1	$25,340 2	$28,287 3

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

	Public Accounting	Advertising	Architecture	Banking (Commercial	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
MBA - Nontechnical Undergraduate Degree	$31,439 15	$28,000 2		$35,583 18	$34,050 4	$36,200 2	$20,000 1	$36,370 14		$32,000 5			$31,500 3		$23,000 3			
MBA - Technical Undergraduate Degree	$28,000 2			$34,000 1	$60,000 1	$43,000 1		$32,167 3										

EMPLOYER CATEGORIES - Continued

Bachelor's Degree Curricula	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Accounting	$35,000 1		$23,451 8	$25,034 10	$19,825 4	$21,050 19	$23,188 19	$26,780 3	$26,500 4	$20,000 3			$26,000 2	$26,283 10	$26,500 16	$26,343 14	$21,450 8	$26,163 29 $30,450 $25,800
Business Administration - incl. Management Science	$45,000 1	$22,500 1	$26,271 9	$35,000 1	$19,254 4	$19,833 13	$20,648 11	$27,888 4	$20,608 6			$16,323 2		$25,645 10	$22,887 3	$26,625 8	$25,733 6	$26,390 24 $29,500 $22,800
Distribution Management			$23,057 7			$21,000 1									$24,065 2	$26,000 1	$26,000 1	$26,250 2
Economics & Finance (incl. Banking)	$21,875 4		$24,091 12	$27,125 4	$20,000 1	$20,520 15	$21,000 1		$28,667 3				$26,000 3	$25,000 1		$26,056 9	$23,882 2	$27,282 8
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)			$23,500 2			$32,000 1	$19,000 1		$16,450 1							$22,500 1		
Management Information Systems	$30,000 1	$20,000 1	$27,980 5	$20,383 8	$24,000 1	$18,838 4			$18,000 1					$25,937 7	$29,781 8	$37,200 2		$29,834 7
Marketing / Marketing Management (incl. Research)	$21,500 2	$19,000 2	$24,600 4	$30,000 1		$15,990 3	$26,500 2		$26,486 6	$16,050 1			$24,000 1	$24,000 2	$22,175 4	$23,962 7	$24,236 10	$26,596 33 $29,500 $24,000
Real Estate	$26,214 7																	
Advertising																		
Communications			$19,000 2	$17,550 2	$18,350 4	$15,946 3	$18,000 2	$16,000 1	$32,000 1		$22,150 2		$18,500 2	$16,000 1		$29,000 3	$19,300 1	$27,148 3
Journalism					$15,000 2	$10,000 1	$23,500 1		$17,000 2				$12,000 1					
Telecommunications / Broadcasting					$12,000 1		$25,200 1											
Elementary Education					$19,646 220 $24,000 $12,600	$20,000 1	$19,400 3			$15,600 1		$16,050 2	$21,570 2					$18,000 1
Pre-Elementary Education					$17,830 16			$12,000 1				$9,048 1						
Physical Education					$20,409 14	$15,000 1	$13,100 2	$12,000 1				$17,000 1						$27,200 1
Special Education					$19,862 49 $23,940 $17,400				$23,000 1									

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
Curriculum - Continued	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Human Ecology					$18,386 13		$17,140 1	$19,075 4	$13,882 1			$13,200 2	$24,500 1					
Textiles & Clothing					$19,000 1													
Merchandising Management																		
Foreign Languages					$21,400 1	$17,028 2									$24,500 1			
Letters		$22,000 1			$18,186 22 $21,400 $10,000	$17,000 3	$13,440 1	$16,000 1				$17,000 2		$23,016 1				
Visual & Performing Arts					$19,505 23 $22,930 $17,373			$12,000 1			$17,000 1							
Humanities-Other		$17,000 1	$19,000 2			$19,300 3		$25,200 1	$24,000 1	$42,750 2		$27,000 1		$22,500 1		$50,000 2		
Criminal Justice					$22,500 1	$72,247 2	$35,000 1		$12,000 1									
History					$19,000 1	$24,000 1	$18,954 1			$22,000 1	$20,000 1							
Political Science / Government	$18,000 1		$19,550 2		$18,722 2	$22,499 5	$22,275 4				$20,000 1				$30,000 1	$27,000 1		$32,644 1
Psychology					$17,033 6		$18,180 5	$16,775 4	$14,250 4			$15,409 7				$30,000 1		
Sociology					$16,500 2		$26,718 4		$21,000 1			$17,000 1						
Social Sciences-Other					$18,465 2	$25,000 1	$16,000 2		$13,904 1	$18,000 1		$13,750 4						
Aerospace & Aeronautical Engineering						$25,615 7								$31,171 90 $32,900 $28,560		$27,000 1		
Agricultural Engineering						$30,395 1								$30,000 1	$32,500 1	$32,822 8	$21,660 1	
Architectural Engineering				$33,000 1			$25,296 1										$29,074 14	
Bioengineering & Biomedical Engineering																		$20,000 2
Chemical Engineering		$34,267 3		$30,750 2		$26,550 6	$24,350 2							$31,613 3	$31,820 3	$33,325 4	$32,700 5	$35,020 338 $36,900 $33,300
Civil Engineering		$29,050 2	$24,452 53 $26,200 $23,532	$30,573 28 $33,100 $28,200		$24,682 31 $26,500 $21,201	$25,290 78 $27,791 $22,583		$27,300 2					$27,637 3	$30,067 3	$29,000 4	$28,669 36 $32,000 $24,348	$31,055 8
Computer Engineering		$34,700 3		$33,200 1	$28,000 1	$28,372 2								$31,587 9		$30,225 1	$27,000 1	

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
Curriculum - Continued	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Electrical Engineering		$33,324 15	$29,910 1	$32,054 71 $33,696 $31,000	$24,107 4	$26,267 53 $30,396 $24,700	$23,167 3							$31,360 150 $32,760 $29,640	$30,546 4	$32,335 64 $34,200 $30,800	$31,418 4	$32,884 31 $35,400 $29,400
Environmental Engineering																		
Industrial Engineering		$34,000 1	$29,133 3	$30,400 6		$25,864 10								$29,915 16	$29,725 4	$32,536 39 $34,560 $30,000	$31,340 3	$31,621 32 $33,600 $29,400
Mechanical Engineering		$31,863 8	$31,011 5	$31,233 42 $33,000 $28,200	$23,512 2	$25,902 41 $27,900 $25,000	$25,343 1	$34,000 1						$30,427 106 $32,600 $28,000	$29,063 38 $32,000 $25,000	$32,110 139 $34,200 $29,000	$30,760 18	$33,080 88 $36,000 $32,400
Metallurgical Engineering		$32,000 1												$33,000 1		$32,060 14	$29,380 1	$32,000 1
Mining Engineering																		
Nuclear Engineering				$30,600 4		$30,398 1	$27,500 1											
Petroleum Engineering							$26,200 1											$33,333 3
Textile Engineering																		
Engineering Technology				$36,650 2										$28,301 10		$31,400 13	$29,827 11	$31,111 7
Industrial Technology						$21,286 7								$26,125 4		$27,000 1		
Agribusiness							$22,385 1	$18,000 1							$22,874 22 $26,500 $17,000	$29,736 1		$28,000 1
Animal Sciences						$14,536 1							$21,500 2		$16,625 6			
Plant Sciences															$21,200 5			
Natural Resources							$15,850 2								$22,600 1			
Other Agricultural Sciences					$25,000 1										$24,083 6			$29,500 1
Computer Science		$31,000 4	$26,730 4	$29,200 6	$15,500 3	$25,387 20 $30,396 $20,000	$28,016 5	$28,000 6		$20,000 1				$30,870 26 $32,100 $29,500		$30,002 13	$24,832 4	$31,744 22 $33,000 $30,000
Computer Programming					$25,570 4	$29,770 1	$18,168 1				$23,500 1					$31,000 1		$30,000 1
Information Sciences & Systems			$24,375 8	$28,556 4	$23,000 1	$19,247 2		$24,000 1						$29,775 4	$33,300 2	$28,650 2		$32,067 16
Systems Analysis																		

Curriculum - Continued	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Allied Health					$28,431 1			$27,477 36 $30,800 $24,000	$21,160 5			$21,340 2			$25,000 1			$33,000 1
Health Sciences					$26,237 1		$16,800 1	$23,714 7	$23,071 4				$20,000 1					
Nursing							$27,300 1	$26,178 10	$30,333 3									
Pharmacy								$34,444 3										$37,750 13
Actuarial																		
Architectural & Environmental Design																	$28,376 5	
Biological		$18,333 3			$19,782 8	$16,000 1	$23,000 1	$30,000 2		$11,440 1			$12,000 1					$28,215 3
Chemistry		$27,500 1			$14,000 1		$21,000 1											$28,311 33 $30,550 $23,200
Geological					$18,750 2		$15,000 1	$12,480 1										
Mathematics (incl. Statistics)			$23,000 2		$20,633 17	$20,450 9	$31,700 1											$32,000 1
Physics														$25,000 2				
Other Physical & Earth Sciences									$30,000 1									
Polymer Science																		
Textile Science																		$29,000 1

BACHELOR'S SUMMARY

	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Nontechnical Curricula	$26,000 17	$19,017 6	$24,267 53 $28,500 $18,000	$26,218 24 $30,000 $21,900	$19,647 302 $24,000 $12,600	$20,230 79 $25,000 $15,738	$21,531 62 $27,000 $16,500	$20,574 21 $30,000 $15,600	$21,764 34 $29,000 $14,000	$24,211 9	$21,400 5	$15,638 23 $19,500 $10,000	$22,558 12	$25,365 33 $28,756 $22,800	$26,303 35 $30,000 $21,600	$27,717 49 $34,000 $21,000	$23,563 29 $27,000 $19,300	$27,215 169 $30,900 $23,800
Technical Curricula		$31,426 61 $35,000 $28,000	$25,247 76 $29,500 $23,532	$31,411 190 $33,696 $28,200	$21,326 46 $25,500 $16,800	$25,261 193 $30,000 $20,000	$24,953 182 $28,400 $22,500	$26,614 72 $31,860 $20,000	$25,120 19	$15,720 2	$23,500 1	$21,340 2	$19,750 4	$30,700 431 $32,760 $28,000	$26,578 97 $33,000 $18,000	$32,065 395 $34,200 $28,800	$29,411 102 $34,200 $24,348	$33,760 613 $36,500 $30,000

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
MBA - Nontechnical Undergraduate Degree	$20,000 1	$34,500 1	$36,000 1	$35,200 2	$24,000 1	$25,700 5	$35,000 1	$32,000 2	$27,500 1	$22,500 1				$31,000 3	$30,000 1	$34,467 8		$38,925 13
MBA - Technical Undergraduate Degree				$41,500 1												$36,200 3		$39,340 4

EMPLOYERS CONTINUED ON NEXT PAGE . . .

EMPLOYER CATEGORIES - Continued

	MANUFACTURING EMPLOYERS															
Bachelor's Degree Curricula	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Accounting	$30,417 10	$28,264 20 $29,500 $25,000	$25,838 24 $30,000 $20,000	$33,000 1	$25,410 8		$25,200 4	$27,142 7	$27,156 74 $29,000 $25,200	$23,500 1	$28,000 2	$29,500 4	$24,800 4		$25,900 9	$22,436 11
Business Administration - incl. Management Science	$20,075 4	$24,240 5	$25,078 12	$22,456 5	$25,270 4		$34,500 2	$26,950 4	$26,820 5		$20,000 1	$27,350 2		$27,500 1	$27,300 2	$20,505 20 $27,500 $14,400
Distribution Management		$26,600 3	$31,000 2		$25,750 2			$28,200 1	$26,333 3							
Economics & Finance (incl Banking)	$25,757 9	$25,322 15	$26,040 11	$26,900 2	$24,000 1		$25,903 4	$26,200 7	$27,250 14	$28,440 1	$24,000 1	$23,500 3		$23,779 3	$28,033 3	$24,500 5
Hotel / Restaurant Management									$27,000 1							$26,900 1
Human Resources (incl Labor Relations)	$24,000 1		$30,000 1	$21,200 1		$27,000 1		$28,200 1	$29,050 4					$28,132 6		
Management Information Systems	$28,827 12	$26,874 4	$27,000 1		$25,000 1			$27,000 2	$31,400 2						$26,884 1	
Marketing / Marketing Management (incl Research)	$23,823 13	$24,150 22 $25,836 $21,100	$23,768 13	$24,153 24 $25,320 $22,500	$22,501 8		$25,314 7	$23,810 10	$24,884 10	$20,883 6	$25,200 1	$23,857 7		$26,814 4	$21,187 6	$25,000 28 $31,000 $16,500
Real Estate																
Advertising					$13,400 1									$14,000 1		
Communications	$23,662 2	$25,500 3	$17,375 4	$20,667 3				$24,620 2		$24,000 1					$26,500 1	$20,025 4
Journalism	$26,250 2		$18,900 1					$23,250 1		$20,100 2						$13,000 1
Telecommunications / Broadcasting		$34,230 1	$12,400 1													$20,500 2
Elementary Education																$19,840 1
Pre Elementary Education																$14,200 2
Physical Education	$22,000 1															
Special Education																

Curriculum - Continued	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Prosucts	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Human Ecology			$20,650 2	$14,400 1					$22,000 1							$20,000 1
Textiles & Clothing			$26,000 1											$23,333 3		
Merchandising Management														$21,900 2		
Foreign Languages																
Letters	$31,000 1									$19,000 2						$27,200 1
Visual & Performing Arts	$20,000 1			$20,000 1						$20,000 1						
Humanities-Other	$24,000 1															$23,550 2
Criminal Justice																
History																$27,300 1
Political Science / Government			$22,533 3								$22,500 2					$15,000 2
Psychology														$20,500 1		
Sociology			$20,750 2													
Social Sciences-Other			$24,000 1												$16,000 1	$20,000 1
Aerospace & Aeronautical Engineering	$31,000 1	$32,240 5							$32,000 2							$27,452 5
Agricultural Engineering									$30,000 1		$32,000 1					
Architectural Engineering									$32,075 4							
Bioengineering & Biomedical Engineering												$33,000 1			$29,795 1	$29,795 1
Chemical Engineering	$34,053 3	$35,130 9	$35,394 16	$35,005 7	$32,200 1	$33,000 1	$34,767 6	$35,152 21 $36,300 $34,700	$36,483 104 $38,000 $34,740	$32,000 1	$34,979 7	$36,400 2	$32,150 2	$35,400 10	$34,807 15	$37,173 6
Civil Engineering	$30,000 1	$30,100 4			$30,300 5	$29,000 2		$32,467 3	$32,989 38 $35,600 $31,000			$25,000 4	$29,500 1		$29,250 4	$27,929 19
Computer Engineering	$30,781 21 $34,200 $27,000	$33,000 16			$27,000 1			$31,167 6	$31,400 2						$33,000 1	

MANUFACTURING EMPLOYERS

Curriculum - Continued	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Electrical Engineering	$31,859 60 $33,600 $28,556	$32,222 217 $34,000 $30,000	$32,374 8	$33,555 4	$32,762 16	$32,302 2	$34,500 1	$34,320 22 $36,000 $33,000	$34,384 37 $36,000 $33,492		$32,333 3	$30,120 5	$33,667 3	$35,450 4	$30,000 8	$29,134 20 $32,760 $26,016
Environmental Engineering																
Industrial Engineering	$32,050 4	$31,222 57 $32,640 $29,400	$30,000 10	$32,200 5	$31,467 12		$29,100 7	$32,609 9	$35,203 6			$31,567 3		$33,200 3	$30,663 11	$22,473 15
Mechanical Engineering	$31,556 13	$31,796 127 $33,660 $30,000	$33,897 79 $36,000 $31,500	$31,600 3	$31,013 32 $34,000 $30,000	$33,600 1	$33,750 10	$33,999 31 $35,400 $32,150	$34,946 130 $37,200 $32,580	$27,000 1	$32,879 14	$32,010 10	$29,000 3	$32,600 9	$32,409 20 $34,800 $30,000	$30,791 74 $34,200 $29,000
Metallurgical Engineering		$37,233 3			$31,039 38 $33,600 $30,000	$32,650 2			$31,500 2		$35,200 1		$30,563 5		$33,700 2	$29,900 2
Mining Engineering						$27,850 4			$34,333 3						$34,000 1	$31,500 1
Nuclear Engineering		$32,000 3			$32,500 3						$31,200 1		$30,000 1			$29,000 1
Petroleum Engineering									$37,812 40 $39,600 $34,200							
Textile Engineering								$34,000 1						$34,000 1		$33,000 1
Engineering Technology	$31,433 3	$31,993 14	$35,000 1		$29,440 5			$27,675 4	$28,742 7		$35,000 1	$27,500 1			$31,350 2	$32,500 3
Industrial Technology		$27,500 3		$30,000 1	$24,000 1				$34,500 1			$30,000 1			$30,000 1	$13,000 1
Agribusiness			$21,375 4						$28,000 1						$22,000 1	
Animal Sciences			$21,000 4													$14,000 2
Plant Sciences																
Natural Resources								$16,000 1								
Other Agricultural Sciences			$24,750 4				$32,500 1									
Computer Science	$30,784 43 $33,450 $28,000	$32,038 16	$31,250 2	$29,500 1	$24,100 2			$30,713 2	$31,045 23 $34,000 $28,800		$19,500 2	$29,477 2		$32,250 2	$29,667 3	$27,063 9
Computer Programming	$31,541 7	$30,000 1						$28,000 1	$30,600 2		$34,000 1				$30,567 3	
Information Sciences & Systems	$30,197 10	$29,667 6	$26,400 2		$24,000 2		$30,000 1	$29,418 5	$30,085 12				$29,100 1		$31,350 4	$21,000 1
Systems Analysis	$24,000 1															

MANUFACTURING EMPLOYERS

Curriculum - Continued	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Allied Health																
Health Sciences																
Nursing																
Pharmacy																
Actuarial																$20,000 1
Architectural & Environmental Design																
Biological																$21,000 2
Chemistry					$30,000 1		$31,000 1	$30,000 1	$33,690 2						$27,350 1	
Geological					$24,000 1											
Mathematics (incl. Statistics)	$29,652 4	$29,733 3					$25,000 1		$32,000 1							$16,000 1
Physics	$24,600 1											$18,000 1				$29,200 2
Other Physical & Earth Sciences								$18,000 1								
Polymer Science																
Textile Science		$23,000 1							$31,500 1					$26,700 20 $28,500 $25,000		

BACHELOR'S SUMMARY

	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Nontechnical Curricula	$26,901 57 $32,500 $20,000	$25,970 73 $29,500 $22,500	$24,722 79 $30,000 $18,000	$23,542 38 $25,500 $20,000	$23,965 25 $26,500 $19,006	$27,000 1	$26,528 17	$24,920 35 $28,800 $21,000	$27,864 115 $30,000 $24,360	$21,400 14	$24,657 7	$25,550 16	$24,600 4	$24,271 21 $28,020 $21,000	$24,847 23 $27,500 $18,500	$22,130 75 $30,000 $15,000
Technical Curricula	$31,333 181 $34,000 $28,200	$31,932 485 $34,000 $29,600	$31,607 80 $36,000 $24,000	$33,380 21 $35,400 $31,200	$31,392 119 $33,600 $28,500	$30,225 12	$32,926 23 $34,800 $30,000	$33,079 108 $36,000 $29,000	$35,041 515 $37,800 $31,000	$29,500 2	$32,523 31 $35,100 $31,200	$30,195 30 $34,800 $26,000	$31,000 17	$31,060 40 $36,000 $25,200	$31,005 86 $35,200 $28,835	$28,850 115 $33,600 $23,000

MBA - INEXPERIENCED - BY EMPLOYER TYPE

	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
MBA - Nontechnical Undergraduate Degree	$36,147 6	$36,667 3	$36,550 8	$51,000 1				$34,800 1	$31,219 10			$38,000 1			$28,000 1	$30,417 6
MBA - Technical Undergraduate Degree	$38,822 1	$35,000 2	$35,800 2		$35,700 1			$35,800 1	$35,400 3							

Beginning salary offers to all candidates by curriculum and functional area

This diagram indicates arrrangement of data in blocks

Average	$24,876 639	Number of Offers
90th Percentile	$28,000	
10th Percentile	$21,600	

FUNCTIONAL AREA

Bachelor's Degree Curriculum	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporitng	Production	Public Relations	Writing / Editing
Accounting	$26,435 1409 $29,970 $23,000	$25,280 361 $29,500 $20,000	$22,533 3	$25,500 1	$31,500 2				$26,296 40 $29,000 $21,948			$20,804 1						
Business Administration (incl. Management Science)	$26,043 6	$21,171 14	$22,581 5	$20,318 11	$25,000 1	$21,334 1	$32,000 1		$25,871 18	$21,380 5	$22,596 14	$21,451 14	$12,000 1			$26,250 2	$15,750 2	$18,200 1
Distribution Management																		
Economics & Finance (incl. Banking)	$26,709 20 $29,900 $25,500	$24,896 45 $27,600 $22,000	$21,041 27 $25,200 $14,400	$23,601 41 $27,000 $19,000	$28,251 7	$19,650 2	$18,500 2	$30,000 1	$26,544 97 $30,000 $21,000	$21,078 9	$22,576 12	$22,325 8				$29,400 1		
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)											$23,133 3	$22,333 3						
Management Information Systems	$26,908 2	$26,500 1							$28,600 3									
Marketing / Marketing Management (incl. Research)	$24,500 2	$25,250 4	$20,167 6	$21,167 3	$18,900 2			$13,750 1	$24,443 7	$21,000 2	$18,600 2	$21,887 7	$20,000 1			$26,000 1	$20,750 4	$17,833 3
Real Estate		$25,290 1		$29,000 1			$30,000 1		$20,667 3	$18,000 1	$20,100 1							
Advertising										$18,000 1				$18,667 3		$15,600 1	$17,200 2	
Communications			$24,000 1					$16,000 1	$18,500 3			$21,500 2	$17,000 2	$18,000 1	$18,400 2	$26,412 2	$20,468 8	$15,500 2
Journalism									$25,000 1					$16,000 1	$14,932 5	$14,400 1	$17,250 4	$15,183 7
Telecommunications / Broadcasting														$21,600 4		$16,750 2	$12,400 1	
Elementary Education																		
Pre-Elementary Education																		
Physical Education																		
Special Education																		

FUNCTIONAL AREA

Curriculum - Continued	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Human Ecology											$19,060 2							
Textiles & Clothing																		
Merchandising Management													$12,480 1					
Foreign Languages																		
Letters	$23,058 2	$22,000 1										$20,993 2					$16,000 2	$18,125 4
Visual & Performing Arts		$14,500 1											$19,333 3					
Humanities-Other								$18,000 1			$22,000 2	$25,000 1					$42,500 2	$25,500 1
Criminal Justice							$19,200 1											
History																		
Political Science / Government		$22,000 1			$35,000 1				$27,000 1	$22,000 1								
Psychology			$14,500 1							$18,000 1	$21,000 1							
Sociology																		
Social Sciences-Other																	$19,000 1	$17,000 1
Aerospace & Aeronautical Engineering																		
Agricultural Engineering																		
Architectural Engineering																		
Bioengineering & Biomedical Engineering																		
Chemical Engineering																		
Civil Engineering																		
Computer Engineering																		

FUNCTIONAL AREA

Curriculum - Continued	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Electrical Engineering						$31,500 1	$32,000 1									$33,667 3	$31,500 1	$30,720 1
Environmental Engineering																		
Industrial Engineering		$30,600 1				$31,000 1			$32,000 3							$32,887 3		
Mechanical Engineering					$32,700 1				$30,500 1				$27,300 1					
Metallurgical Engineering																		
Mining Engineering																		
Nuclear Engineering																		
Petroleum Engineering																		
Textile Engineering																		
Engineering Technology																		
Industrial Technology																		
Agribusiness	$25,500 1	$23,000 2								$20,000 1								
Animal Sciences																		$16,000 1
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences				$19,500 1														
Computer Science		$26,520 1			$31,000 1						$18,000 1					$26,275 1		$24,000 1
Computer Programming																		
Information Sciences & Systems									$28,500 1									
Systems Analysis																		

FUNCTIONAL AREA

CONTINUED ...	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design / Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Allied Health																		
Health Sciences				$21,996 1														
Nursing																		
Pharmacy																		
Actuarial																		
Architectural & Environmental Design																		
Biological																		
Chemistry																		
Geological																		
Mathematics (incl. Statistics)									$25,850 2			$25,700 1						
Physics																$23,012 1		
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science													$27,000 1					

BACHELOR'S SUMMARY

	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design / Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Nontechnical Curricula	$26,408 1531 $29,800 $23,000	$25,072 429 $29,500 $20,000	$21,119 43 $25,200 $15,000	$22,968 57 $27,000 $19,000	$27,582 13	$20,211 3	$23,640 5	$19,838 4	$26,256 173 $30,000 $21,360	$20,350 20 $27,500 $15,000	$22,141 37 $25,000 $19,200	$21,835 38 $26,000 $18,200	$17,000 8	$19,382 9	$15,923 7	$22,422 10	$20,420 26 $25,000 $15,000	$17,067 10
Technical Curricula	$25,500 1	$26,230 4		$20,748 2	$31,850 2	$31,250 2	$32,000 1		$29,529 7	$20,000 1	$18,000 1	$25,700 1	$27,150 2			$31,231 8	$31,500 1	$23,573 3

More Job Functions On Next Page ...

FUNCTIONAL AREA CATEGORIES -Continued . . .

Bachelor's Degree Curricula	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Accounting							$23,000 2	$16,000 1	$22,299 5			$19,403 1						
Business Administration - incl. Management Science	$17,500 1	$23,806 11	$24,399 14	$30,083 6	$26,000 1	$22,129 5	$23,801 50 $28,800 $18,000	$22,300 6	$24,567 2		$31,067 3	$18,540 4				$24,000 1		
Distribution Management				$25,756 11		$26,400 2	$22,000 2					$21,000 1						
Economics & Finance (incl. Banking)		$21,184 5	$19,783 8	$26,400 1	$26,000 1	$21,750 2	$23,440 28 $27,500 $19,000	$22,900 1	$16,020 3	$24,240 6		$20,547 4						
Hotel / Restaurant Management		$27,000 1																
Human Resources (incl. Labor Relations)		$25,300 1		$27,500 1			$23,471 14											
Management Information Systems		$31,982 1					$28,524 4											
Marketing / Marketing Management (incl. Research)	$21,982 9	$25,848 17	$23,400 36 $27,000 $19,000	$23,033 6	$24,978 11	$23,247 2	$23,405 247 $27,000 $18,000	$25,000 1	$18,000 1	$28,000 1		$15,738 1				$26,000 1		
Real Estate							$22,833 3											
Advertising	$17,375 4						$19,861 6	$11,000 1										
Communications	$14,267 3	$22,900 5	$21,400 2	$24,750 2			$21,419 24 $26,500 $14,600	$13,800 2				$15,000 1						
Journalism	$16,833 3	$10,000 1	$23,000 1				$23,450 7											
Telecommunications / Broadcasting	$21,000 1					$15,000 1	$19,050 2											
Elementary Education												$28,000 1						
Pre-Elementary Education																		
Physical Education							$24,000 2				$25,000 1	$15,000 1						
Special Education																		

CONTINUED ...

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand /Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Human Ecology		$21,000 1					$10,920 1											
Textiles & Clothing			$20,813 18				$26,000 1											
Merchandising Management		$21,000 1	$19,330 1				$26,000 1											
Foreign Languages			$24,500 1					$18,000 1				$16,006 1						
Letters	$15,500 2	$22,250 2					$31,500 1	$13,440 1				$16,800 1						
Visual & Performing Arts							$19,250 2											
Humanities-Other			$20,956 9	$46,000 1			$27,083 6				$24,000 1	$19,250 2						
Criminal Justice			$14,000 1				$19,000 1				$24,240 4							
History							$24,500 2					$24,000 1						
Political Science / Government		$30,000 1	$21,400 2			$14,100 1	$22,640 11		$26,000 2	$20,000 1		$24,823 4						
Psychology			$23,750 2				$26,586 7				$21,000 2							
Sociology							$28,500 1											
Social Sciences-Other			$20,000 1				$24,000 1					$25,000 1						
Aerospace & Aeronautical Engineering																$30,000 26 $32,500 $27,500		
Agricultural Engineering		$32,500 1														$31,000 2		
Architectural Engineering																$30,326 21 $33,000 $27,300		
Bioengineering & Biomedical Engineering							$28,000 2								$29,000 1			
Chemical Engineering		$35,850 2					$38,833 5	$26,000 1							$32,467 3	$33,810 11		
Civil Engineering							$29,900 2					$16,000 1		$27,500 1	$25,300 7	$27,428 224 $32,460 $23,532		
Computer Engineering																$30,100 4		

FUNCTIONAL AREA

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Electrical Engineering			$30,000 1				$31,542 19	$24,700 1		$33,300 2		$28,375 5			$29,500 1	$31,636 107 $34,200 $28,536		
Environmental Engineering																		
Industrial Engineering				$30,600 1	$31,020 1	$28,500 1	$30,703 21 $32,000 $29,000					$25,343 1	$21,000 1			$31,751 2		
Mechanical Engineering		$31,667 3			$30,636 1	$30,000 1	$30,986 26 $33,600 $28,000	$32,400 1	$27,500 1	$33,000 1		$23,000 1				$31,644 184 $35,400 $27,500		
Metallurgical Engineering	$30,000 1						$30,400 1									$31,880 5		
Mining Engineering							$29,000 2											
Nuclear Engineering																$31,478 2		
Petroleum Engineering																$33,240 5		
Textile Engineering																		
Engineering Technology		$31,200 1					$22,500 2									$31,176 9		
Industrial Technology																$32,250 2		
Agribusiness			$23,333 3				$25,800 8											
Animal Sciences																		
Plant Sciences							$20,500 2											
Natural Resources																		
Other Agricultural Sciences							$29,500 1											
Computer Science												$25,627 2	$32,700 1			$30,550 1		
Computer Programming																$31,000 1		
Information Sciences & Systems			$28,500 1									$19,483 1						
Systems Analysis																		

	MARKETING						PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand/ Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Allied Health																		
Health Sciences																		
Nursing																		
Pharmacy							$32,000 2											
Actuarial																		
Architectural & Environmental Design																$29,250 2		
Biological							$28,[illegible] 4					$16,000 1						
Chemistry						$27,354 4	$26,644 10											
Geological							$30,000 1				$18,000 1							
Mathematics (incl. Statistics)			$22,000 1				$22,000 1					$19,483 2				$26,000 1		
Physics																		
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science		$24,000 1					$24,000 2											

BACHELOR'S SUMMARY

	Advertising	Brand/ Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Nontechnical Curricula	$18,584 23 $23,040 $14,000	$24,123 47 $30,000 $18,200	$22,171 98 $27,000 $19,000	$26,836 28 $35,000 $18,200	$25,135 13	$21,734 13	$23,384 426 $28,600 $18,000	$19,000 14	$21,440 13	$24,187 8	$25,727 11	$20,444 24 $25,200 $15,738				$25,000 2		$27,215 11
Technical Curricula	$30,600 1	$31,800 8	$25,217 6	$30,000 1	$30,038 2	$27,986 6	$29,864 111 $33,600 $24,000	$27,900 3	$27,500 1	$33,400 3	$18,000 1	$23,744 14	$26,850 2	$27,500 1	$27,854 12	$29,907 669 $34,690 $24,000	$29,852 56 $34,032 $23,700	$32,250 682 $35,400 $28,667

FUNCTIONAL AREA CATEGORIES - Continued . . .

	ENGINEERING									HEALTH CARE								
Bachelor's Degree Curricula	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administrative - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Accounting									$25,200 1									
Business Administration - incl. Management Science	$28,000 1							$32,200 2		$21,328 6					$30,200 1			$18,000 1
Distribution Management																		
Economics & Finance (incl. Banking)	$27,000 1																	
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)																		
Management Information Systems	$30,000 1								$27,300 2									
Marketing / Marketing Management (incl. Research)										$19,413 1								$20,000 1
Real Estate																		
Advertising																		
Communications																		
Journalism																		
Telecommunications / Broadcasting																		
Elementary Education																		
Pre-Elementary Education																		
Physical Education													$12,000 1					$16,000 1
Special Education																		$23,000 1

Curriculum - Continued	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Human Ecology										$13,682 1								$19,875 4
Textiles & Clothing									$22,000 1									
Merchandising Management																		
Foreign Languages																		
Letters																		$16,000 1
Visual & Performing Arts										$12,000 1								
Humanities-Other												$25,200 1						
Criminal Justice																		
History																		
Political Science / Government																		
Psychology										$13,000 1		$14,000 1	$15,000 1					$16,845 3
Sociology																		
Social Sciences-Other																		
Aerospace & Aeronautical Engineering	$30,740 8		$31,611 3		$30,354 18	$31,569 15		$30,160 1	$30,970 23 $32,500 $28,000									
Agricultural Engineering					$34,000 1				$31,799 7									
Architectural Engineering						$27,000 1												
Bioengineering & Biomedical Engineering									$30,883 3									
Chemical Engineering	$30,000 1			$30,940 1	$35,159 52 $37,200 $33,300	$34,331 5	$35,399 438 $37,100 $33,540	$35,682 42 $37,500 $34,380	$34,636 41 $37,000 $33,000					$20,150 1				
Civil Engineering		$31,200 4	$28,000 2		$32,155 4	$25,256 6	$31,150 2	$29,386 35 $33,000 $25,152	$27,407 58 $32,000 $23,808									
Computer Engineering	$31,473 9	$33,200 1	$32,089 26 $34,200 $29,500	$33,820 13	$29,133 3	$32,130 2		$31,500 1	$31,344 10									

Curriculum - Continued	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Electrical Engineering	$31,458 54 $34,000 $29,000	$31,742 91 $33,696 $30,480	$31,382 42 $33,600 $28,500	$32,044 57 $34,200 $30,000	$31,007 71 $34,200 $26,252	$30,910 34 $32,800 $28,000	$31,556 11	$31,563 79 $35,004 $27,120	$31,425 172 $34,008 $28,500									
Environmental Engineering																		
Industrial Engineering	$32,649 11	$29,700 1	$35,400 2	$29,850 2	$32,833 8	$31,350 2	$29,712 5	$31,211 7	$30,676 33 $33,480 $25,343									
Mechanical Engineering	$30,780 29 $33,000 $27,900	$31,037 23 $34,500 $29,760	$30,860 5	$31,360 17	$31,274 73 $35,900 $26,252	$30,510 28 $33,000 $28,200	$33,674 42 $36,000 $31,500	$32,902 150 $36,000 $30,000	$32,227 166 $36,000 $28,500									
Metallurgical Engineering				$33,600 1	$31,647 6	$31,500 1	$29,833 3	$32,890 14	$32,400 12									
Mining Engineering								$27,368 10	$31,500 3									
Nuclear Engineering		$33,390 3			$29,050 2	$24,000 1	$32,400 1	$32,500 2	$32,000 3									$20,000 1
Petroleum Engineering					$36,000 1	$28,360 2	$35,836 11	$36,064 11	$36,662 19									
Textile Engineering								$34,000 1	$33,500 2									
Engineering Technology	$31,150 2	$31,540 3	$32,500 1	$30,000 2	$33,540 2	$29,900 5	$29,600 2	$29,178 17	$27,925 19									
Industrial Technology	$22,500 1	$30,000 1							$28,000 1									
Agribusiness																		$18,000 1
Animal Sciences																		
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences																		
Computer Science	$29,305 15		$30,674 27 $33,800 $27,000	$30,700 2	$30,000 1	$27,760 2		$31,633 3	$31,200 9	$27,500 1		$18,000 1					$18,167 3	$20,000 1
Computer Programming			$31,072 4															
Information Sciences & Systems	$26,400 1		$30,000 2	$30,000 1														
Systems Analysis		$30,500 1																

Continued . . .

	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Allied Health							$33,960 1			$18,133 3		$24,255 2		$26,570 11		$29,489 18		$24,000 8
Health Sciences										$22,750 2		$25,000 4		$27,385 4				$16,500 2
Nursing										$25,000 1			$26,881 21 $32,000 $20,000					
Pharmacy															$36,400 6			
Actuarial																		
Architectural & Environmental Design								$27,690 2	$28,000 1									
Biological							$42,000 1			$40,000 1		$18,000 1						$30,000 1
Chemistry					$29,728 14	$27,000 1	$32,742 2											$21,000 1
Geological					$15,000 1													
Mathematics (incl. Statistics)	$25,000 2		$32,900 2															
Physics	$22,500 2		$35,100 1					$25,000 1	$32,000 1									
Other Physical & Earth Sciences																		$30,000 1
Polymer Science																		
Textile Science								$31,500 1										

BACHELOR'S SUMMARY

	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Nontechnical Curricula	$28,600 3							$32,200 2	$25,450 4	$19,867 10		$19,000 2	$13,000 2		$30,200 1			$18,586 12
Technical Curricula	$30,841 126 $33,616 $27,025	$31,787 128 $34,000 $30,000	$31,403 117 $34,200 $28,000	$31,922 96 $34,200 $29,700	$31,640 267 $36,200 $26,252	$30,477 106 $33,000 $27,000	$35,061 519 $37,000 $32,500	$32,276 377 $36,000 $27,500	$31,492 583 $35,640 $26,000	$24,050 8		$23,064 9	$26,881 21 $32,000 $20,000	$26,353 16	$36,400 6	$29,400 18	$18,167 3	$22,700 16

FUNCTIONAL AREA CATEGORIES - Continued . . .

	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
Bachelor's Degree Curricula	Administration-Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Accounting					$27,463 3	$28,800 1					$29,344 9	$20,000 1	$23,962 13					
Business Administration - incl. Management Science	$16,385 1		$20,000 1		$25,000 5	$26,343 7	$26,403 6				$25,617 18	$21,970 17	$20,477 135 $25,500 $15,000					$15,000 2
Distribution Management					$26,000 1						$27,500 1		$24,780 10					
Economics & Finance (incl. Banking)					$27,522 5	$24,340 3	$25,867 3				$27,607 35 $31,000 $26,000		$21,374 73 $26,400 $17,000			$25,500 2		
Hotel / Restaurant Management													$19,772 30 $21,500 $18,000					
Human Resources (incl. Labor Relations)		$16,450 1										$24,000 13	$22,753 8					
Management Information Systems					$28,435 24 $31,000 $20,004	$26,279 85 $29,400 $22,000	$28,132 25 $32,400 $26,000				$27,500 8	$45,000 1	$22,000 2					
Marketing / Marketing Management (incl. Research)	$15,738 1				$14,400 1	$24,240 5					$24,300 5		$20,796 101 $25,000 $18,000					
Real Estate											$27,500 2		$12,000 1					
Advertising													$19,500 2					
Communications	$15,738 1	$22,000 1									$23,400 3	$20,100 1	$19,201 32 $24,000 $15,000					$18,400 1
Journalism									$13,000 1				$16,900 3					$12,000 1
Telecommunications / Broadcasting												$15,600 1	$11,000 1					
Elementary Education	$21,000 1	$19,040 1									$18,400 1	$18,600 2	$18,000 1					$19,029 224 $23,966 $12,800
Pre-Elementary Education				$9,040 1														$17,043 21 $22,347 $10,400
Physical Education									$12,000 1									$18,800 16
Special Education																		$19,852 40 $23,940 $17,400

Curriculum - Continued	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Human Ecology		$10,000 1		$17,148 1							$23,833 3		$17,660 6					$18,827 14
Textiles & Clothing													$19,450 8					$19,900 1
Merchandising Management													$18,108 24 $21,000 $15,000					
Foreign Languages													$19,200 1					$21,400 1
Letters	$18,826 4										$28,500 1		$19,643 7		$21,000 1			$17,078 19
Visual & Performing Arts												$21,000 1	$18,500 2		$18,000 1			$19,565 23 $22,930 $17,373
Humanities-Other	$27,000 1			$19,400 1	$51,000 2		$38,000 1						$19,436 11			$17,000 1		
Criminal Justice				$12,000 1									$21,295 3		$20,000 1			$22,500 1
History				$18,954 1						$20,000 1			$22,800 1			$26,000 1		$19,000 1
Political Science / Government	$16,700 1		$16,450 2										$17,813 9		$15,650 2			$18,944 1
Psychology		$15,264 13		$14,875 2		$24,200 1					$23,000 1	$24,000 2	$22,233 9					$18,400 3
Sociology		$19,107 3		$24,134 5									$27,500 2					
Social Sciences-Other	$18,000 1	$14,452 2	$13,000 1	$15,150 4									$16,000 1					$19,130 1
Aerospace & Aeronautical Engineering							$28,987 6				$31,000 1							
Agricultural Engineering									$29,736 1									
Architectural Engineering																		
Bioengineering & Biomedical Engineering																		
Chemical Engineering							$36,500 1				$27,000 1		$33,000 2				$33,836 1	
Civil Engineering							$27,840 5				$26,164 11		$29,700 3					
Computer Engineering					$31,825 4		$34,500 2				$30,000 4							

	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
Curriculum - Continued	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Electrical Engineering					$32,200 4	$31,824 1	$32,722 9				$30,957 23 $32,400 $28,600		$31,603 11					
Environmental Engineering																		
Industrial Engineering					$29,000 1	$29,500 2			$10,000 1		$29,850 28 $31,500 $26,000		$29,712 12					
Mechanical Engineering					$32,420 2	$28,000 2	$28,846 7				$30,320 10		$31,829 7					
Metallurgical Engineering											$29,000 1							
Mining Engineering																		
Nuclear Engineering																		
Petroleum Engineering																		
Textile Engineering																		
Engineering Technology					$29,500 1	$31,500 1	$30,000 2				$20,850 2		$31,000 1					
Industrial Technology													$13,000 1					
Agribusiness									$20,381 13				$22,517 6					
Animal Sciences									$17,952 15									
Plant Sciences									$21,500 2		$22,000 1							
Natural Resources									$17,925 4									
Other Agricultural Sciences									$25,438 8				$21,550 2					$25,000 1
Computer Science		$36,000 1			$28,401 134 $32,700 $22,000	$27,052 31 $32,000 $24,000	$30,610 80 $34,200 $26,000				$30,574 14		$23,250 2	$22,285 1				$13,000 1
Computer Programming					$28,123 23 $32,000 $25,000	$25,200 1					$28,500 1							
Information Sciences & Systems					$28,373 78 $32,850 $24,000	$28,643 27 $32,850 $25,000	$29,415 14				$29,929 12							
Systems Analysis							$24,000 1											

Curriculum - Continued	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Allied Health	$15,680 1					$31,860 1					$25,000 1		$22,000 1					
Health Sciences		$13,000 1	$20,000 1	$16,000 1														
Nursing																		
Pharmacy																	$32,040 9	
Actuarial								$28,986 7										
Architectural & Environmental Design										$17,970 5	$24,000 1							
Biological	$12,000 1	$11,440 1			$20,000 1				$23,000 1				$14,000 1				$15,750 4	$20,231 7
Chemistry													$23,000 1				$26,979 7	
Geological		$12,480 1									$22,000 3							$18,750 2
Mathematics (incl. Statistics)					$24,850 9	$25,000 1	$25,650 4	$30,325 6	$19,000 1		$18,000 1		$22,564 4	$23,375 7				$20,374 15
Physics					$25,500 2						$20,000 1						$18,000 1	
Other Physical & Earth Sciences									$18,000 1									
Polymer Science																		
Textile Science													$20,977 10					

BACHELOR'S SUMMARY

	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Nontechnical Curricula	$18,781 11	$16,007 22 $19,500 $10,000	$16,475 4	$17,973 16	$27,435 41 $31,000 $20,004	$26,131 102 $29,400 $21,600	$27,923 35 $32,400 $25,800		$12,500 2	$20,000 1	$26,787 87 $30,000 $24,500	$23,174 30 $30,000 $17,500	$20,505 496 $25,200 $15,600		$18,460 5	$23,500 4		$19,005 379 $24,000 $12,600
Technical Curricula	$13,840 2	$18,230 4	$20,000 1	$16,000 1	$28,388 257 $33,000 $23,000	$28,316 67 $32,200 $25,000	$30,207 131 $34,000 $26,000	$29,604 13	$20,662 47 $27,000 $15,000	$17,970 5	$29,131 116 $32,000 $25,000		$27,571 73 $32,100 $20,000	$23,236 8			$26,911 22 $32,040 $16,000	$20,105 26 $24,750 $17,125

AVERAGE YEARLY SALARY OFFERS
Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	March 1990	March 1990	September 1989		90th	50th	10th
BUSINESS							
Accounting	141	**$29,205**	$28,849	1.2%	$34,000	$28,500	$24,000
MBA-Nontechnical undergraduate							
1 year or less	143	**33,670**	33,873	-0.6	40,000	32,500	26,000
1 to 2 years	63	**41,681**	41,283	1.0	55,000	39,000	30,000
2 to 4 years	60	**44,642**	42,952	3.9	60,000	41,000	30,000
Over 4 years	69	**45,272**	44,529	1.7	70,000	42,000	29,700
MBA-Technical undergraduate degree							
1 year or less	26	**36,812**	37,102	-0.8	42,000	35,900	31,000
1 to 2 years	12	**51,917**	44,282	*	*	*	*
2 to 4 years	41	**50,948**	46,921	8.6	60,000	50,000	40,000
Over 4 years	17	**56,747**	49,296	*	*	*	*
MS-Business	16	**34,006**	33,244	*	*	*	*
Public Administration	+	+	N/A	N/A			
Economics & Finance	33	**37,349**	34,050	9.7	48,000	37,700	25,000
Labor/Industrial Relations (incl. Human Resources)	17	**30,102**	31,947	*	*	*	*
Management Information Systems	5	**34,080**	32,067	*	*	*	*
Marketing/Marketing Management (incl. Marketing Research)	6	**37,622**	34,105	*	*	*	*
COMMUNICATIONS							
Advertising	+	+	+				
Communications	3	**29,000**	23,520	*	*	*	*
Journalism	+	+	23,240				
EDUCATION							
Education Administration	9	**26,681**	23,971	*	*	*	*
Elementary Education	23	**22,222**	22,037	0.8	26,500	23,000	18,000
Physical Education	1	**24,500**	12,000	*	*	*	*
Reading Education	1	**22,000**	16,380	*	*	*	*
Special Education	24	**22,129**	21,810	1.5	25,000	21,728	19,000
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	1	**26,000**	18,054	*	*	*	*
Letters (incl. Eng, Lit, etc)	3	**18,000**	24,334	*	*	*	*
Visual & Performing Arts	1	**21,000**	19,945	*	*	*	*
Humanities-Other	2	**21,500**	32,000	*	*	*	*
History	1	**20,000**	19,185	*	*	*	*
Political Science/Government	+	+	29,409				
Psychology	24	**23,993**	24,390	-1.6	31,000	22,000	19,000
Sociology	+	+	24,272				
Social Sciences	5	**22,535**	26,030	*	*	*	*
ENGINEERING							
Aerospace & Aeronautical	16	**34,881**	34,381	*	*	*	*
Agricultural	3	**36,100**	32,400	*	*	*	*
Bioengineering & Biomedical	1	**42,000**	34,930	*	*	*	*
Chemical	38	**37,072**	35,952	3.1	39,000	38,280	34,000
Civil	95	**32,076**	30,833	4.0	37,000	31,800	27,000
Computer	12	**34,457**	36,760	*	*	*	*
Electrical	107	**36,776**	36,215	1.6	40,000	37,000	32,000
Industrial	27	**35,454**	34,295	3.4	40,000	36,000	31,000
Mechanical	101	**36,606**	35,131	4.2	39,600	37,000	33,020
Metallurgical	16	**36,976**	35,039	*	*	*	*
Mining	1	**30,000**	31,920	*	*	*	*
Nuclear	1	**28,800**	34,888	*	*	*	*
Petroleum	10	**37,626**	38,231	*	*	*	*

N/A - No historic data available

* Not computed for fewer than 20 offers

Continued . .

AVERAGE YEARLY SALARY OFFERS

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers March 1990	Average $ Offer March 1990	Average $ Offer September 1989	Percent Change in $ Offers from September 1989	Percentiles 90th	Percentiles 50th	Percentiles 10th
Continued . .							
HEALTH SCIENCES							
Allied Health	5	$25,450	$27,753	*	*	*	*
Health Sciences	2	20,800	22,572	*	*	*	*
Nursing	2	34,900	26,780	*	*	*	*
SCIENCES							
Agricultural & Natural Resources	+	+	23,835				
Architectural & Environment Design	+	+	27,327				
Biological	2	20,600	25,063	*	*	*	*
Chemistry	10	31,893	31,382	*	*	*	*
Computer Science	59	36,959	35,690	3.6 %	$43,000	$37,020	$32,143
Geological Sciences	13	32,090	31,148	*	*	*	*
Mathematics	11	29,630	30,932	*	*	*	*
Physics	5	29,934	30,686	*	*	*	*
Polymer	2	34,980	34,137	*	*	*	
	1,286						

Doctoral Candidates

Graduate Program	Number of Offers March 1990	Average $ Offer March 1990	Average $ Offer September 1989	Percent Change in $ Offers from September 1989	Percentiles 90th	Percentiles 50th	Percentiles 10th
BUSINESS							
Business Administration & Management	1	$38,000	$47,333	*	*	*	*
Computer & Information Sciences	1	58,000	49,743	*	*	*	*
Economics & Finance	2	44,952	38,060	*	*	*	*
EDUCATION							
Education Administration	10	43,870	44,168	*	*	*	*
HUMANITIES & SOCIAL SCIENCES							
English	+	+	24,125				
Foreign Languages	+	+	25,250				
Humanities	1	24,000	N/A	N/A	*	*	*
Psychology	4	37,000	32,965	*	*	*	*
Sociology	+	+	27,000				
Social Sciences	4	31,200	N/A	N/A	*	*	*
ENGINEERING							
Aerospace	1	50,000	49,493	*	*	*	*
Chemical	22	50,457	47,717	5.7%	$52,080	$51,000	$48,000
Civil	1	37,200	39,438	*	*	*	*
Computer	1	57,000	52,433	*	*	*	*
Electrical	11	55,900	50,482	*	*	*	*
Industrial	+	+	N/A	N/A			
Mechanical	7	47,019	46,771	*	*	*	*
Metallurgical	6	50,553	48,464	*	*	*	*
SCIENCES							
Agricultural & Natural Resources	2	33,550	43,278	*	*	*	*
Biological	+	+	50,000				
Chemistry	38	45,307	43,147	5.0	49,992	46,000	41,400
Geology & Geological Sciences	+	+	33,431				
Mathematics	3	34,667	45,438	*	*	*	*
Physics	7	41,340	42,263	*	*	*	*
Polymer	1	45,000	44,626	*	*	*	*
	123						

N/A - No historic data available

† Not computed for fewer than 20 offers

1989-90 CPC SALARY SURVEY PARTICIPANTS

ECPO

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
University of Bridgeport
Brown University
Buffalo State College
Clarkson University
Columbia University
University of Connecticut
Cornell University
CUNY-Bernard M. Baruch
CUNY-Baruch College-Business & Public Administration
CUNY-City College
CUNY-Hunter College
Dartmouth College
Fordham University - Lincoln Center
Fordham University
Franklin Pierce College
Husson College
The King's College
LeMoyne College
Long Island University
University of Maine - Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
University of Massachusetts-Amherst
Mount Holyoke College
New Hampshire College
New School for Social Research-Graduate School
Northeastern University
Pace University - New York City
Pace University - Westchester
Polytechnic University
Pratt Institute
Regis College
Rensselaer Polytechnic University
University of Rhode Island
Roberts Wesleyan College
University of Rochester
University of Rochester - W.E. Simon Graduate School of Business
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
St. Joseph's University
Siena College
SUNY-Buffalo
SUNY-Cortland
SUNY-Geneseo
SUNY-Plattsburgh
SUNY-Purchase
Syracuse University
Union College
Vassar College
Wells College
Westminster College
Williams College
Worcester Polytechnic Institute

MAPA

American University
Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California University of Pennsylvania
Capitol College
Carnegie-Mellon University
Catholic University of America
Cedar Crest College
Centenary College
Delaware State College
University of Delaware
University of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson - Rutherford
Fairleigh Dickinson - Teaneck
Gannon University
Georgetown University
George Washington University
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Mansfield University
University of Maryland - Baltimore County
University of Maryland - College Park
Marymount University-Graduate School
Neumann College
New Jersey Institute of Technology
Penn State University
Penn State - Behrend College
Penn State - Capitol Campus
University of Pennsylvania
University of Pittsburgh
Princeton University
Ramapo College of NJ
Rutgers University - Camden - Arts & Science
Rutgers University - Newark
Rutgers University - New Brunswick
University of Scranton
Seton Hall University
Spring Garden College
Susquehanna University
Swarthmore College
Temple University
Trenton State College
Villinova University
Virginia State University
Virginia Wesleyan University
Washington & Lee University
West Virginia Institute of Technology
West Virginia University
Widener University

MCPA

Adrian College
University of Akron
Anderson University
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve University
Cedarville College
Central Missouri State University
University of Chicago
University of Chicago - Graduate School of Business
University of Cincinnati
Cleveland State University
Coe College
Concordia College
Davenport College - Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Doane College
Dordt College
Eastern Michigan University
Emporia State University
Eureka College
Ferris State University
Franciscan University - Stuebenville
Grace College
Grand View College
Hanover College
IIT
University of Illinois - Chicago
University of Illinois - Chemistry & Chemical Engineering
University of Illinois - Commerce & Business
University of Illinois - Engrg.
Indiana University
Indiana University - Northwest
Indiana University / Purdue University - Indianapolis
Iowa State University - Agri.
Iowa State University - Business, Science & Humanities
Iowa State University - Design
Iowa State University - Engrg.
Iowa State University - Family & Consumer Science
Iowa State University-Veterinary Medicine
University of Iowa
University of Iowa - Engrg.
John Carroll University
Judson College
Kalamazoo College
University of Kansas - Arts
University of Kansas - Business
University of Kansas - Engrg.
Kenyon College
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor - Engineering
University of Michigan-Dearborn
University of Minnesota-Agriculture
University of Minnesota-Carlson School of Management
Minot State University
University of Missouri - Columbia - Engineering
University of Missouri - Rolla
University of Missouri-St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
North Central College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern University-Kellogg Graduate School of Business
Northwest Missouri State University
Ohio Northern University
Ohio State University - Agriculture
Ohio State University - Arts & Science
Ohio State University - Business
Ohio State University - Engrg.
Ohio University
Ohio Wesleyan University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State University
Southern Illinois University - Carbondale
Southern Illinois University - Edwardsville
Southwest Missouri State University
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
University of Toledo
Tri-State University
Viterbo College
Washington University-School of Business
Wayne State University
Westmar College
University of Wisconsin - Eau Claire
University of Wisconsin - Green Bay
University of Wisconsin - Madison - Arts
University of Wisconsin - Madison - Business
University of Wisconsin - Madison - Engineering
University of Wisconsin - Platteville
University of Wisconsin - River Falls
College of Wooster
Wright State University
Youngstown State University

RMCPA

American Grad School of International Management - Thunderbird
University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Montana State University
University of Montana
University of Nebraska - Lincoln
University of Nebraska - Omaha
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
Peru State College
Sioux Falls College
South Dakota School of Mines
University of South Dakota - Business
Utah State University
University of Utah
Washburn University
University of Wyoming

SCPA

Alabama A&M University
University of Alabama
University of Alabama - Engrg
University of Alabama - Birmingham
Auburn University
Augusta College
Bellarmine College
Berry College
Catawba College
University of Central Florida
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke University - Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State University
Elon College
Emory University - Business
Florida Atlantic University
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia Institute of Technology
Georgia Southern College
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
Mars Hill College
Mary Washington College
Memphis State University
Middle Tennessee State University
Millsaps College
Mississippi State University
University of Mississippi
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central University
North Carolina State University - Textiles
University of North Carolina - Asheville
University of North Carolina - Chapel Hill
University of North Carolina - Greensboro
Northeast Louisiana University
Northern Kentucky University
University of North Florida
Oglethorpe University
Old Dominion University
Presbyterian College
Queens College
Randolph-Macon Woman's College
Rollins College
University of South Alabama
University of South Carolina
University of South Carolina - Aiken
Uninversity of South Carolina - Coastal
Southern College of Technology
University of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
University of Tennessee - Chattanooga
University of Tennessee - Knoxville
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt University - Owen Grad. School of Management
Virginia Tech & State University
University of Virginia
Wake Forest University
Wake Forest University-Babcock Grad. School of Management
Western Carolina University
Western Kentucky University
West Georgia College
College of William & Mary
Winthrop College
Wofford College
Xavier University of Louisiana

SWPA

Arkansas College
Baylor University
Corpus Christi State University
Hendrix College
University of Houston
University of Houston - Clear Lake
Kansas Wesleyan
Lamar University
Langston University
Louisiana Tech University
University of North Texas
Northwestern Oklahoma State University
Oklahoma State University
Oklahoma State Unviersity - Engineering
University of Oklahoma
Pan American University
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
University of Texas - Austin - Engineering
University of Texas - El Paso
University of Texas - Tyler

WCPA

Arizona State University
California Inst. of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University-Fresno
California State University-Hayward
California State University-Long Beach
California State University-Los Angeles
California State University-Sacramento
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
University of Nevada - Reno
Oregon State University
University of Oregon
Portland State University
University of Redlands
Saint Mary's College
San Diego State University
University of San Francisco
San Francisco State University
San Jose State University
Santa Clara University
University of Southern California
University of Southern California-Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College

A3940-2U

9/90

A study of 1989-1990 beginning offers

CPC $alary $urvey

July 1990

College Placement Council, Inc. • 62 Highland Avenue • Bethlehem, PA 18017

Last fall, early predictions indicated a softening in the recruiting of this year's college graduates. According to the latest figures reported in this July 1990 ***Salary Survey***, those predictions have not come to pass. CPC's ***Salary Survey*** results show that many of this year's graduates not only were recruited as actively as last year's, but also received substantially higher salary offers.

As reflected in this report, health care is one of the fastest-growing fields today. Since our round-up report last September, the average starting salary offer to allied health graduates has jumped 10.3 percent, to $26,943 a year. Nursing graduates, too, have benefited greatly from higher demand, their average starting pay having grown to $28,206, up 13.2 percent over last year's average. Average offers to physical therapists and medical technologists are reported as $29,364 and $23,239, respectively. (Since these latter two are new survey categories, no comparison figures are available.)

Graduates in all engineering disciplines are benefiting from an increased demand for technical professionals. There has been a severe shortage of petroleum and chemical engineers since last year, and there's no end in sight. As a result, the average starting salary offer to petroleum engineers has moved up to $35,448 a year, a jump of 8.1 percent since the September report. During the same period, the average dollar offer made to chemical engineers rose 6.5 percent, to $35,084 a year. Mechanical engineers received a 5.5 percent increase, to $32,166, while electrical engineers drew a more modest 4.0 percent increase, reaching $31,817. The average offer to aerospace engineers, although affected somewhat by defense budget cuts, rose 3.5 percent, to $30,465. Men received 80 percent of all reported engineering offers, but women graduates in petroleum engineering drew the highest average starting salary offer among the engineering disciplines—$35,994 a year.

Salary offers to business graduates were higher across the board. Accounting graduates garnered offers that were up 5.0 percent from last year's, averaging $26,496. The average offer to marketing graduates rose 4.3 percent, to $23,447. And even economics and finance graduates brought in higher offers; reported in March as having received lower offers than last year's, this group received offers averaging $25,144 indicating an overall rise of 1.8 percent since the September report.

Average starting offers to business administration graduates overall increased 3.9 percent, raising the average to $23,318. Many business administration graduates enter sales as a first career choice; current salaries reported for entry-level sales positions average $23,724. Men received more than half the total offers in the business disciplines. In management information systems alone, it was the men who received the higher-value offers, averaging $27,724 against the women's $27,170.

At the master's-degree level, business graduates found starting salaries substantially higher despite Wall Street cutbacks. The overall average starting salary offer to M.B.A. graduates with nontechnical undergraduate degrees and no previous work experience increased 7 percent since last September's report, reaching $36,242. The most offers to this group were made by commercial banking employers, who offered an average of $37,110. M.B.A.s with technical backgrounds did better with salary rates, but did not advance as far, finding their starting salary offers averaging $38,281, but increasing only 3.2 percent over last year's average. Most offers to these latter graduates were made by consulting firms, whose offers as a group averaged $38,450.

The July 1990 ***CPC Salary Survey*** contains information received during the period of September 1, 1989, to June 4, 1990. Its data are compiled from offers extended to students graduating between September 1, 1989, and August 31, 1990. Participating in the Salary Survey are 428 career services offices at colleges and universities across the United States. The report is available to CPC members and Salary Survey subscribers, who may order additional copies at $4 each. Also available to this constituency are reports on starting salary offers within each of the geographic regions that coincide with the seven regional placement associations: ECPO, MAPA, MCPA, RMCPA, SCPA, SWPA, and WCPA. The July 1990 regional reports are $25 each.

Dawn Oberman
Statistical Services Specialist

SCOPE AND NATURE OF THE SURVEY

An understanding of the scope, nature, and coverage of the ***CPC Salary Survey*** is essential to the proper interpretation and use of the statistics.

The study compiles reports from 428 career planning and placement offices of colleges and universities across the United States. Typically, 98 percent of these offices submit reports for each issue. The reports consist of starting salary offers made to new graduates by employing organizations in business, industry, government, and by non-profit and educational institutions. The figures reported are for base salaries only, and do not include bonuses, fringe benefits, or overtime rates. The data cover a broad range of functional positions. Confidentiality is maintained for the individual, the college, and the employer.

Reports are issued each January, March, July, and September. The number of offers reported in each report is cumulative from the previous September.

The ***Survey*** reports offers, not acceptances. It does not distinguish between single and multiple offers to individual students, and consequently, offers in the study cannot be equated with actual hires. Also, inasmuch as the ratio of offers to hires is partially a function of the economic climate, year-to-year ratio comparisons based on ***Survey data*** would be invalid. In those categories where offers are relatively few, the data should be regarded only as indicative.

The ***Survey*** is available only to members of the College Placement Council and to ***Salary Survey*** subscribers, and is intended for their professional use.

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ISSN 0196-1004

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum: For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	July 1990	July 1990	September 1989		90th	50th	10th
BUSINESS							
Accounting	**4,340**	**$26,496**	$25,223	5.0%	$30,204	$27,000	$22,123
Business Administration (incl. Management Science)	**1,263**	**23,318**	22,450	3.9	29,120	23,000	17,500
Distribution Management	**73**	**25,376**	24,211	4.8	31,000	26,000	18,000
Economics & Finance (incl. Banking)	**1,882**	**25,158**	24,710	1.8	30,500	25,390	19,200
Hotel/Restaurant Management	**120**	**20,951**	19,657	6.6	23,000	21,000	18,000
Human Resources (incl. Labor Relations)	**104**	**23,176**	22,842	1.5	28,875	24,000	18,000
Management Information Systems	**475**	**27,493**	26,772	2.7	31,000	27,836	23,000
Marketing/Marketing Management (incl. Research)	**1,536**	**23,447**	22,479	4.3	28,000	24,000	18,000
Real Estate	**24**	**24,353**	23,551	3.4	30,000	25,600	18,000
COMMUNICATIONS							
Advertising	**65**	**20,599**	19,560	5.3	27,500	20,000	15,000
Communications	**264**	**20,898**	20,819	0.4	27,000	20,050	15,000
Journalism	**103**	**19,004**	20,085	-5.4	26,000	18,000	12,000
Telecommunications/Broadcasting	**64**	**20,610**	20,176	2.2	25,200	21,000	14,500
EDUCATION							
Elementary Education	**374**	**19,144**	18,767	2.0	23,966	19,621	13,000
Pre-Elementary Education	**27**	**17,130**	17,016	0.7	22,347	18,050	10,400
Physical Education	**44**	**19,373**	19,583	-1.1	24,000	19,675	14,199
Special Education	**86**	**19,827**	19,815	0.1	23,940	19,950	17,000
HOME ECONOMICS							
Human Ecology	**12**	**18,292**	18,931	*	*	*	*
Textiles & Clothing	**133**	**20,814**	19,742	5.4	25,000	20,000	18,000
Merchandising Management	**53**	**19,792**	19,539	1.3	23,004	20,000	15,000
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	**38**	**23,157**	21,129	9.6	30,000	22,184	18,500
Letters	**157**	**20,918**	20,951	-0.2	28,000	21,000	14,009
Visual & Performing Arts	**68**	**20,461**	18,838	8.6	27,000	19,746	14,004
Humanities-Other	**104**	**23,659**	22,364	5.8	28,500	22,500	17,500
Criminal Justice	**31**	**20,111**	21,427	-6.1	25,000	19,200	14,000
History	**60**	**22,558**	23,348	-3.4	29,000	22,900	15,600
Political Science/Government	**150**	**23,673**	23,280	1.7	31,500	23,000	17,000
Psychology	**183**	**20,474**	19,400	5.5	27,500	19,992	14,000
Sociology	**44**	**20,152**	18,979	6.2	27,000	19,200	15,000
Social Sciences-Other	**122**	**22,179**	22,232	-0.2	30,000	21,800	14,400
ENGINEERING							
Aerospace & Aeronautical	**278**	**30,465**	29,433	3.5	33,000	31,000	26,252
Agricultural	**53**	**30,090**	26,045	15.5	34,992	30,680	24,500
Architectural	**57**	**29,143**	25,530	14.2	33,000	28,500	25,200
Bioengineering & Biomedical	**47**	**30,515**	28,581	6.8	35,400	30,000	26,292
Chemical	**1,873**	**35,084**	32,949	6.5	37,200	35,400	33,000
Civil	**1,146**	**28,040**	27,046	3.7	33,000	27,796	23,795

N/A - No historic data available
* Not computed for fewer than 20 offers.

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	July 1990	July 1990	September 1989		90th	50th	10th
Continued . . .							
Computer	**331**	**$31,212**	$30,244	3.2%	$34,300	$31,800	$26,252
Electrical	**2,624**	**31,817**	30,594	4.0	34,800	32,200	28,000
Environmental	**5**	**28,822**	N/A	N/A	*	*	*
Industrial	**855**	**30,608**	29,660	3.2	33,600	31,200	26,252
Mechanical	**2,795**	**32,166**	30,490	5.5	35,400	32,400	28,500
Metallurgical	**161**	**32,412**	30,631	5.8	34,800	32,500	29,500
Mining	**40**	**29,483**	26,790	10.1	34,000	30,000	24,000
Nuclear	**35**	**30,863**	30,747	0.4	33,630	32,400	26,252
Petroleum	**138**	**35,448**	32,789	8.1	39,600	36,000	28,200
Textile	**3**	**33,669**	26,633	*	*	*	*
Engineering Technology	**299**	**28,905**	28,342	2.0	34,000	29,820	22,500
Industrial Technology	**63**	**28,543**	26,731	6.8	34,320	29,400	24,000
AGRICULTURE & NATURAL RESOURCES							
Agribusiness	**106**	**21,896**	22,182	-1.3	28,200	21,000	16,800
Animal Sciences	**42**	**19,188**	19,328	-0.7	23,500	18,425	14,536
Plant Sciences	**28**	**21,469**	18,354	17.0	25,000	21,000	17,000
Natural Resources	**16**	**18,572**	21,256	*	*	*	*
Other Agricultural Sciences	**49**	**24,066**	21,605	11.4	30,000	25,000	18,000
COMPUTER SCIENCES							
Computer Science	**1,018**	**29,730**	28,659	3.7	34,000	30,000	25,000
Computer Programming	**70**	**28,611**	28,316	1.0	32,000	29,635	25,200
Information Sciences & Systems	**345**	**28,463**	26,428	7.7	32,600	28,200	24,000
Systems Analysis	**14**	**31,603**	28,833	*	*	*	*
HEALTH SCIENCES							
Allied Health	**84**	**26,943**	24,416	10.3	31,000	27,270	21,000
Health Sciences	**28**	**20,513**	21,480	-4.5	27,800	20,998	13,000
Nursing	**120**	**28,206**	24,915	13.2	34,000	28,550	21,840
Pharmacy	**39**	**36,627**	36,815	-0.5	45,000	35,000	32,040
SCIENCES							
Actuarial	**64**	**27,722**	26,778	3.5	33,800	30,000	18,000
Architectural & Environmental Design	**79**	**25,186**	24,660	2.1	30,000	26,400	18,000
Biological	**62**	**21,442**	21,495	-0.2	29,200	21,000	14,500
Chemistry	**107**	**28,226**	26,307	7.3	32,400	29,400	21,000
Geological	**25**	**23,185**	23,674	-2.1	30,000	21,996	17,500
Mathematics (incl. Statistics)	**254**	**26,686**	26,407	1.1	32,500	27,500	19,500
Physics	**42**	**29,530**	28,022	5.4	34,000	31,000	22,000
Other Physical and Earth Sciences	**9**	**21,078**	22,537	*	*	*	*
Polymer Science	**6**	**32,234**	N/A	N/A	*	*	*
Textile Science	**24**	**26,861**	N/A	N/A	29,000	26,800	25,000
	25,433						

N/A - No historic data available
* Not computed for fewer than 20 offers
+ No offers reported
1 Pharmacy is a 5-year degree program

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	July 1990	July 1990	September 1989		90th	50th	10th
FINANCE							
Accounting (Public)	3,335	$26,936	$25,727	4.7%	$30,800	$27,000	$23,000
Accounting (Private)	1,121	25,266	23,517	7.4	29,400	26,000	20,000
Commercial Banking (Consumer)	225	21,435	21,676	-1.1	26,000	21,500	17,400
Commercial Banking (Lending)	265	24,013	22,835	5.2	28,000	24,000	19,500
Investment Banking (Corporate Finance)	80	28,795	26,750	7.6	34,000	29,202	22,000
Investment Banking (Mergers & Acquisitions)	16	26,946	29,097	*	*	*	*
Investment Banking (Real Estate)	14	25,299	22,574	*	*	*	*
Investment Banking (Sales & Trading)	28	23,387	24,266	-3.6	30,000	24,250	18,000
Financial/Treasury Analysis	584	26,925	26,367	2.1	32,000	27,000	21,354
Portfolio Management/Brokerage	72	23,689	23,772	-0.3	31,000	24,000	16,700
Insurance (Underwriting)	157	23,619	21,858	8.1	28,000	23,000	19,375
Insurance (Claims)	116	22,829	N/A	N/A	26,000	22,050	18,300
COMMUNICATIONS							
Design/Graphic Arts	25	21,642	20,902	3.5	32,700	20,000	14,500
Media Planning	21	20,388	20,263	0.6	25,200	18,000	15,000
Reporting	21	16,548	16,438	0.7	20,000	16,308	12,000
Production	53	25,639	22,982	11.6	34,100	26,000	15,400
Public Relations	76	20,277	20,118	0.8	25,000	19,850	15,000
Writing/Editing	65	18,634	20,239	-7.9	24,000	18,000	13,000
MARKETING							
Advertising	63	20,971	19,358	8.3	25,500	20,400	15,000
Brand/Product Management	208	25,131	23,623	6.4	33,000	25,000	18,000
Buyer/Merchandising	457	22,963	22,010	4.3	27,500	23,000	19,000
Distribution	118	26,057	N/A	N/A	33,000	26,000	19,000
Market Research	76	25,754	25,636	0.5	32,500	26,000	18,000
Purchasing	54	23,868	N/A	N/A	27,500	25,800	18,000
Sales	1,583	24,809	23,188	7.0	31,512	25,000	18,000
PUBLIC ADMINISTRATION							
Executive, Legislative, & General	38	21,138	19,582	7.9	27,000	20,098	16,000
Finance, Taxation, Monetary Policy	69	22,658	24,253	-6.6	27,500	22,300	18,000
Economic Programs	16	26,362	21,081	*	*	*	*
Law Enforcement	33	25,790	22,078	16.8	35,000	24,000	18,491
Military	98	22,179	22,087	0.4	28,000	21,250	16,296
National Security	9	26,010	24,771	*	*	*	*
Urban/Regional Planning	17	25,215	22,819	*	*	*	*
ENGINEERING							
Bioengineering	61	33,056	30,924	6.9	36,996	34,992	27,000
Design/Construct	1,532	29,916	28,849	3.7	34,699	30,000	24,440
Environmental/Sanitation	206	29,377	28,271	3.9	34,992	29,550	23,795
Manufacturing/Industrial	1,634	32,020	30,492	5.0	35,400	32,400	28,392
Systems/Programming	372	31,087	30,036	3.5	34,500	31,500	27,000
Power Systems	391	31,734	30,093	5.5	34,000	32,000	29,000
Software Design & Development	346	31,685	30,537	3.8	35,100	32,000	27,000
Hardware Design & Development	294	32,491	30,888	5.2	35,000	33,000	30,000
Research & Development	578	32,316	30,658	5.4	36,516	32,700	26,252
Testing	243	30,307	28,990	4.5	34,000	31,200	25,343
Process Engineering	1,390	34,985	31,902	9.7	37,200	35,400	32,100
Project Engineering	1,130	32,200	N/A	N/A	36,000	32,560	27,000
Other Engineering	2,117	31,347	30,614	2.4	35,400	32,000	26,252
HEALTH CARE							
Administrative	31	22,633	N/A	N/A	30,000	22,000	16,000
Industrial Hygiene	1	16,000	N/A	N/A	*	*	*
Medical Technology	26	23,239	N/A	N/A	28,500	23,552	14,004
Nursing / Personal Care	120	27,965	24,958	12.0	34,000	28,100	21,000

N/A - No historic data available

* Not computed for fewer than 20 offers

Continued . . .

AVERAGE YEARLY SALARY OFFERS

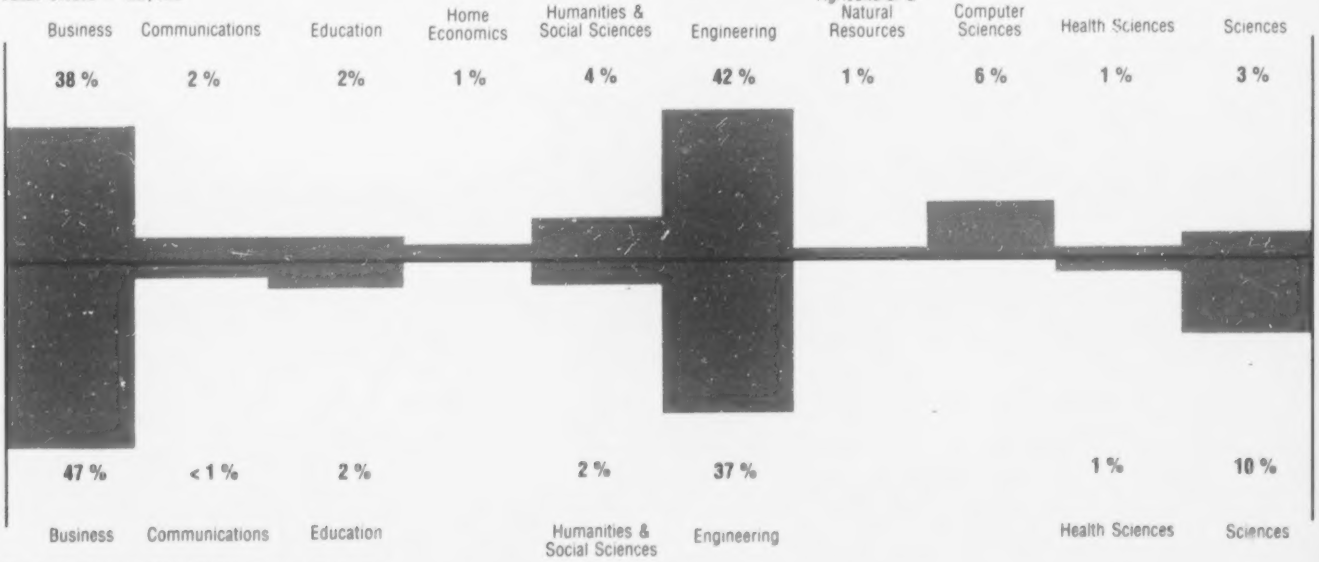
Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	July 1990	July 1990	September 1989		90th	50th	10th
Continued . . .							
Occupational Therapy	**19**	**$25,981**	N/A	N/A	*	*	*
Pharmacist	**26**	**38,746**	N/A	N/A	$ 47,000	$ 37,750	$ 33,000
Physical Therapy	**42**	**29,364**	N/A	N/A	32,000	29,150	27,000
Respiratory Therapy	**8**	**25,716**	N/A	N/A	*	*	*
Other Health Related	**56**	**20,839**	N/A	N/A	26,000	20,000	15,000
SOCIAL SERVICES							
Administration	**37**	**18,412**	$ 21,054	-12.6%	24,600	16,700	12,700
Counseling	**56**	**16,881**	17,675	-4.5	22,000	16,160	11,440
Fundraising/Development	**16**	**15,788**	19,057	*	*	*	*
Social Work	**42**	**17,617**	16.550	6.4	21,000	17,250	12,500
COMPUTER SCIENCE							
Computer Programming	**943**	**28,557**	27,559	3.6	33,000	28,992	23,500
Information Systems	**473**	**28,076**	26,766	4.9	33,000	28,000	23,000
Computer Systems Analyst	**488**	**29,625**	28,321	4.6	33,600	29,927	25,343
OTHER FUNCTIONAL AREAS							
Actuarial	**95**	**30,069**	28,437	5.7	34,000	30,300	26,000
Agricultural/Natural Resources	**130**	**20,180**	20,984	-3.8	25,000	20,000	15,000
Architecture	**23**	**21,479**	22,241	-3.4	26,000	20,000	17,000
Consulting	**758**	**28,778**	28,373	1.4	32,500	28,800	25,000
Human Resources/Industrial Relations	**123**	**23,497**	22,937	2.4	30,000	23,000	17,000
Management Trainee	**1,735**	**22,273**	22,080	0.9	29,000	21,000	17,000
Mathematician/Statistician	**29**	**24,446**	25,546	-4.3	29,500	23,846	19,493
Paralegal	**30**	**19,773**	20,958	-5.7	22,200	21,000	14,000
Research (Nontechnical)	**31**	**20,944**	23,140	-9.5	26,196	19,000	15,996
Research (Technical)	**53**	**27,806**	22,397	24.1	33,660	30,180	18,000
Teaching	**635**	**19,179**	18,989	1.0	24,000	19,600	13,500
	25,433						

PROPORTION OF OFFERS BY CURRICULAR AREA

Bachelor's Degree Candidates
Total Offers = 25,433



Master's Degree Candidates (Inexperienced)
Total Offers = 3,022

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Curriculum For All Types of Employers	- Men -			- Women -		
	Number of Offers	Average $ Offer		Number of Offers	Average $ Offer	
	July 1990	July 1990	September 1989	July 1990	July 1990	September 1989
Business						
Accounting	2,078	$26,650	$25,297	2,262	$26,354	$25,155
Business Administration (incl. Management Science)	684	23,768	22,950	579	22,787	21,776
Distribution Management	43	24,531	24,305	30	26,587	24,043
Economics & Finance (incl. Banking)	1,240	25,172	24,698	642	25,131	24,732
Hotel/Restaurant Management	54	21,234	19,770	66	20,719	19,561
Human Resources (incl. Labor Relations)	42	25,087	23,635	62	21,882	21,935
Management Information Systems	277	27,724	26,994	198	27,170	26,503
Marketing/Marketing Management (incl. Research)	803	23,820	22,911	733	23,039	21,991
Real Estate	17	24,992	25,204	7	22,800	19,416
Communications						
Advertising	29	21,189	21,285	36	20,123	18,525
Communications	115	21,621	21,268	149	20,340	20,484
Journalism	28	16,906	21,249	75	19,787	19,531
Telecommunications/Broadcasting	31	20,834	20,331	33	20,399	20,026
Education						
Elementary Education	54	20,351	19,084	320	18,941	18,709
Pre-Elementary Education	+	*	N/A	27	17,130	N/A
Physical Education	29	19,898	19,917	15	18,358	19,154
Special Education	8	20,810	19,781	78	19,726	19,819
Home Economics						
Human Ecology	+	*	18,560	12	18,292	18,964
Textiles & Clothing	6	21,377	22,900	127	20,787	19,612
Merchandising Management	5	21,319	24,520	48	19,633	19,167
Humanities & Social Sciences						
Foreign Languages	18	24,464	22,618	20	21,980	20,467
Letters	49	22,357	22,303	108	20,266	20,064
Visual & Performing Arts	26	22,399	17,899	42	19,262	19,288
Humanities-Other	51	24,345	22,219	53	22,998	22,499
Criminal Justice	19	21,117	22,397	12	18,517	19,887
History	45	23,370	23,391	15	20,119	23,279
Political Science/Government	94	24,465	24,088	56	22,344	21,906
Psychology	60	21,368	20,386	123	20,038	18,882
Sociology	17	21,799	20,721	27	19,116	17,929
Social Sciences-Other	51	24,224	23,930	71	20,711	21,018
Engineering						
Aerospace & Aeronautical	243	30,410	29,428	35	30,847	29,457
Agricultural	44	29,783	26,772	9	31,589	22,408
Architectural	47	28,990	25,720	10	29,858	25,093
Bioengineering & Biomedical	20	30,311	26,759	27	30,667	29,817
Chemical	1,293	35,156	32,989	580	34,922	32,865
Civil	951	27,967	26,884	195	28,396	27,926

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Curriculum For All Types of Employers	- Men -			- Women -		
	Number of Offers	Average $ Offer		Number of Offers	Average $ Offer	
	July 1990	July 1990	September 1989	July 1990	July 1990	September 1989
Continued . . .						
Computer	267	**$31,217**	$30,319	64	**$31,192**	$30,003
Electrical	2,172	**31,791**	30,585	452	**31,941**	30,642
Environmental Engineering	4	**29,788**	1,869	1	**24,960**	2,284
Industrial	528	**30,179**	29,528	327	**31,302**	29,894
Mechanical	2,310	**32,098**	30,389	485	**32,486**	31,041
Metallurgical	129	**32,440**	30,535	32	**32,298**	30,880
Mining	37	**29,928**	26,406	3	**24,000**	28,583
Nuclear	28	**30,828**	31,033	7	**31,005**	28,214
Petroleum	116	**35,345**	32,762	22	**35,994**	33,053
Textile	2	**33,504**	26,641	1	**34,000**	26,600
Engineering Technology	271	**28.912**	28,359	28	**28,830**	28,219
Industrial Technology	60	**28,928**	26,694	3	**20,833**	27,044
Agriculture & Natural Resources						
Agribusiness	86	**21,455**	22,241	20	**23,792**	21,782
Animal Sciences	31	**19,586**	19,362	11	**18,065**	19,191
Plant Sciences	22	**21,561**	19,154	6	**21,132**	15,724
Natural Resources	14	**18,489**	22,245	2	**19,153**	16,901
Other Agricultural Sciences	41	**24,383**	22,083	8	**22,438**	19,661
Computer Sciences						
Computer Science	784	**29,778**	28,723	234	**29,569**	28,496
Computer Programming	51	**28,331**	28,828	19	**29,361**	26,214
Information Sciences & Systems	188	**28,201**	25,985	157	**28,776**	27,073
Systems Analysis	6	**31,330**	28,649	8	**31,808**	29,059
Health Sciences						
Allied Health	7	**34,480**	25,481	77	**26,257**	23,977
Health Sciences	5	**17,799**	22,012	23	**21,103**	21,321
Nursing	8	**28,150**	24,692	112	**28,210**	24,927
Pharmacy	19	**37,757**	36,892	20	**35,554**	36,750
Sciences						
Actuarial	46	**27,912**	26,501	18	**27,237**	27,248
Architectural & Environmental Design	72	**25,596**	25,374	7	**20,970**	21,293
Biological	35	**22,519**	23,903	27	**20,045**	19,442
Chemistry	68	**27,755**	27,182	39	**29,046**	25,072
Geological	20	**24,892**	23,966	5	**16,358**	21,850
Mathematics (incl. Statistics)	111	**26,274**	27,075	143	**27,006**	25,801
Physics	34	**28,973**	27,848	8	**31,899**	28,692
Other Physical & Earth Sciences	3	**22,300**	21,616	6	**20,468**	24,495
Polymer Science	6	**32,234**	N/A	+	*	N/A
Textile Science	19	**26,982**	N/A	5	**26,400**	N/A
	16,171			9,262		

N/A - No historic data available
* Not computed for fewer than 20 offers

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Functional Area For All Types of Employers	- MEN - Number of Offers July 1990	- MEN - Average $ Offer July 1990	- MEN - Average $ Offer September 1989	- WOMEN - Number of Offers July 1990	- WOMEN - Average $ Offer July 1990	- WOMEN - Average $ Offer September 1989
FINANCE						
Accounting (Public)	1,585	**$26,996**	$25,722	1,750	**$26,881**	$25,732
Accounting (Private)	552	**25,751**	23,708	569	**24,796**	23,349
Commercial Banking (Consumer)	98	**21,732**	22,038	127	**21,207**	21,290
Commercial Banking (Lending)	170	**23,807**	22,680	95	**24,380**	23,138
Investment Banking (Corporate Finance)	52	**28,954**	27,176	28	**28,500**	24,879
Investment Banking (Mergers & Acquisitions)	9	**27,923**	29,643	7	**25,691**	27,950
Investment Banking (Real Estate)	5	**24,800**	25,300	9	**25,576**	18,609
Investment Banking (Sales & Trading)	16	**25,225**	24,674	12	**20,937**	22,975
Financial/Treasury Analysis	366	**27,043**	27,132	218	**26,726**	25,410
Portfolio Management/Brokerage	39	**24,315**	24,736	33	**22,949**	22,123
Insurance (Underwriting)	95	**23,725**	21,960	62	**23,456**	21,729
Insurance (Claims)	54	**23,353**	N/A	62	**22,372**	N/A
COMMUNICATIONS						
Design/Graphic Arts	9	**25,352**	23,016	16	**19,555**	18,711
Media Planning	13	**20,326**	20,298	8	**20,490**	20,232
Reporting	11	**17,591**	15,417	10	**15,401**	19,500
Production	37	**26,415**	23,854	16	**23,844**	20,827
Public Relations	27	**21,672**	22,835	49	**19,398**	18,532
Writing/Editing	17	**19,295**	21,016	48	**18,400**	19,901
MARKETING						
Advertising	24	**22,937**	19,999	39	**19,762**	19,102
Brand/Product Management	114	**25,961**	24,670	94	**24,126**	22,289
Buyer/Merchandising	154	**23,859**	22,594	303	**22,507**	21,630
Distribution	71	**26,389**	N/A	47	**25,556**	N/A
Market Research	45	**25,962**	27,134	31	**25,453**	23,539
Purchasing	26	**24,278**	N/A	28	**23,488**	N/A
Sales	1,002	**25,299**	23,680	561	**23,965**	22,274
PUBLIC ADMINISTRATION						
Executive, Legislative, & General	15	**21,573**	19,872	23	**20,855**	19,441
Finance, Taxation, Monetary Policy	26	**23,192**	24,918	43	**22,335**	23,587
Economic Programs	9	**25,456**	21,375	7	**27,528**	20,640
Law Enforcement	27	**25,798**	22,859	6	**25,750**	20,757
Military	85	**22,282**	22,282	13	**21,505**	20,855
National Security	5	**27,318**	25,610	4	**24,376**	21,580
Urban/Regional Planning	13	**25,998**	23,249	4	**22,673**	21,915
ENGINEERING						
Bioengineering	53	**33,371**	31,233	8	**30,965**	30,160
Design/Construct	1,331	**29,891**	28,787	201	**30,083**	29,201
Environmental/Sanitation	164	**29,356**	27,727	42	**29,457**	29,889
Manufacturing/Industrial	1,244	**31,907**	30,431	390	**32,381**	30,776
Systems/Programming	296	**31,039**	30,187	76	**31,273**	29,536
Power Systems	323	**31,748**	30,017	68	**31,665**	30,530
Software Design & Development	274	**31,500**	30,453	72	**32,390**	30,937
Hardware Design & Development	230	**32,481**	30,866	64	**32,529**	30,991
Research & Development	441	**32,003**	30,778	137	**33,325**	30,285
Testing	196	**30,301**	29,034	47	**30,330**	28,804
Process Engineering	1,002	**35,057**	31,836	388	**34,800**	32,098
Project Engineering	915	**32,022**	N/A	215	**32,955**	N/A
Other Engineering	1,674	**31,351**	30,499	443	**31,334**	30,990
HEALTH CARE						
Administrative	10	**23,923**	N/A	21	**22,019**	N/A
Industrial Hygiene	1	**16,000**	N/A	+	*	N/A
Medical Technology	4	**27,251**	N/A	22	**22,509**	N/A
Nursing / Personal Care	8	**27,338**	24,939	112	**28,010**	24,959

N/A - No historic data
* Not computed for fewer than 20

Continued . . .

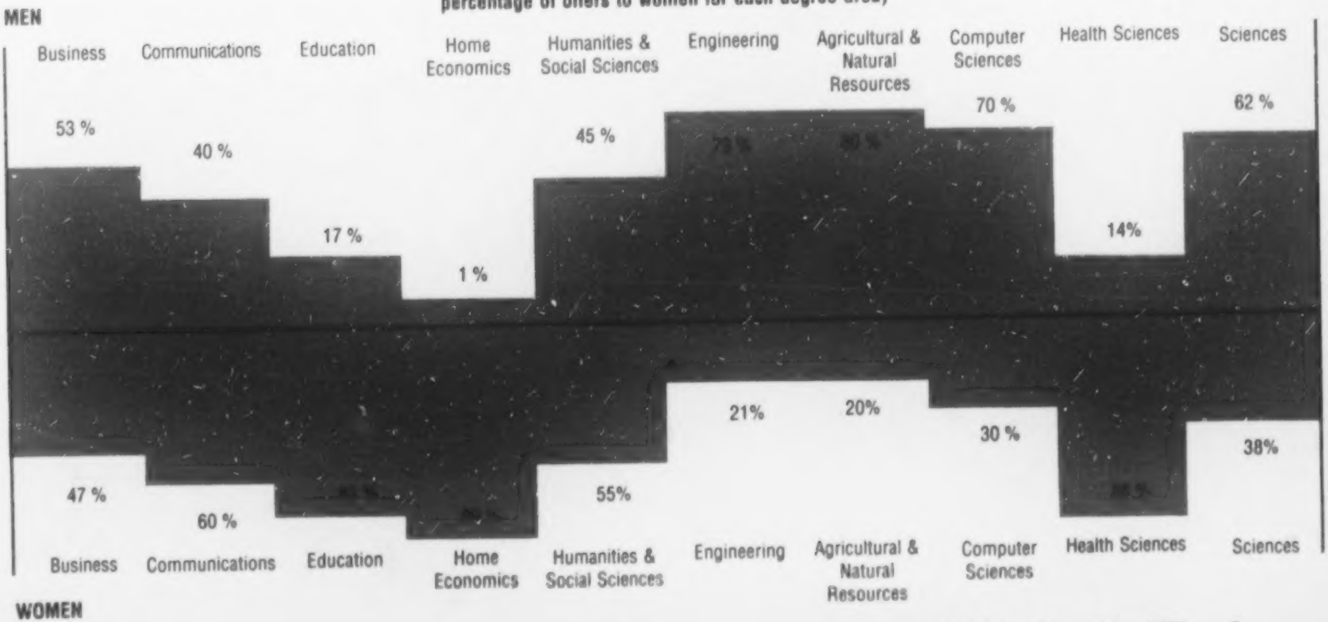
AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Functional Area For All Types of Employers	MEN Number of Offers July 1990	MEN Average $ Offer July 1990	MEN Average $ Offer September 1989	WOMEN Number of Offers July 1990	WOMEN Average $ Offer July 1990	WOMEN Average $ Offer September 1989
Continued . . .						
Occupational Therapy	2	$23,275	N/A	17	$26,299	N/A
Pharmacist	14	39,469	N/A	12	37,903	N/A
Physical Therapy	6	30,667	N/A	36	29,147	N/A
Respiratory Therapy	7	25,447	N/A	1	27,600	N/A
Other Health Related	25	20,638	$33,140	31	21,002	$29,743
SOCIAL SERVICES						
Administration	13	21,381	23,152	24	16,803	19,364
Counseling	19	19,685	18,249	37	15,442	17,430
Fundraising/Development	8	16,250	21,100	8	15,325	17,572
Social Work	6	17,003	18,018	36	17,719	15,991
COMPUTER SCIENCE						
Computer Programming	626	28,597	27,842	317	28,478	27,002
Information Systems	289	28,302	26,830	184	27,722	26,677
Systems Analysis & Design	344	29,655	28,572	144	29,552	27,861
OTHER FUNCTIONAL AREAS						
Actuarial	54	30,795	28,346	41	29,113	28,532
Agricultural/Natural Resources	112	20,451	21,312	18	18,495	19,738
Architecture	21	21,744	23,101	2	18,700	19,803
Consulting	495	28,901	28,697	263	28,547	27,789
Human Resources/Industrial Relations	39	24,455	23,772	84	23,053	22,271
Management Trainee	949	22,972	22,665	786	21,429	21,385
Mathematician/Statistician	15	25,160	25,524	14	23,680	25,573
Paralegal	6	19,276	22,130	24	19,898	20,387
Research (Nontechnical)	19	21,624	24,201	12	19,866	21,827
Research (Technical)	27	28,210	23,286	26	27,386	21,536
Teaching	138	20,197	19,262	497	18,896	18,904
	16,171			9,262		

PROPORTION OF OFFERS TO MEN AND WOMEN

(Percentage of offers to men compared to the percentage of offers to women for each degree area)



Beginning salary offers to all candidates by curriculum and employer

This diagram indicates arrangement of data in blocks

Average 90th Percentile 10th Percentile	$24,876 639 $28,000 $21,600	Number of Offers

Bachelor's Degree Curricula	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement/ Recreation/ Fast-Food	Hospitality - Hotels/Motels/ Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Accounting	$26,922 3182 $30,800 $23,000	$25,200 1	$23,000 1	$23,802 62 $28,000 $18,500	$26,371 7	$23,893 14	$21,910 16	$28,294 17	$20,400 3	$24,574 77 $27,500 $20,000		$21,536 14	$23,820 40 $27,000 $19,200		$21,836 52 $25,200 $18,000	$22,000 1		$23,849 4
Business Administration - incl. Management Science	$27,810 55 $33,000 $20,000	$19,580 5		$23,045 80 $28,000 $19,000	$25,528 10	$22,358 27 $28,800 $15,000	$25,178 18	$26,895 60 $30,000 $23,500	$27,833 3	$22,404 42 $30,000 $15,000	$20,494 18	$19,738 27 $21,600 $18,000	$23,171 114 $27,000 $19,200	$23,170 6	$20,611 283 $25,000 $16,500	$30,000 1		$19,200 6
Distribution Management	$27,500 1					$15,000 1	$23,800 1								$19,863 6			
Economics & Finance (incl. Banking)	$27,449 95 $30,996 $25,000	$17,000 1	$22,000 1	$23,485 428 $28,000 $18,500	$28,266 81 $33,000 $23,000	$25,923 24 $29,500 $24,000	$25,177 26 $28,500 $19,500	$28,433 171 $32,000 $25,000	$28,000 2	$25,134 182 $31,500 $18,000	$20,756 9	$21,606 18	$24,258 152 $30,000 $20,000	$27,000 1	$22,408 130 $27,000 $18,200	$22,665 3		$24,200 5
Hotel / Restaurant Management							$27,000 1				$21,083 18	$20,729 82 $23,000 $18,000			$21,500 1			
Human Resources (incl. Labor Relations)		$25,000 1		$22,331 8		$25,000 1				$21,167 3	$23,000 2	$19,171 7	$22,888 24 $26,000 $18,000	$28,000 1	$20,270 10	$17,250 2		
Management Information Systems	$30,299 16			$25,313 8	$31,475 2	$27,500 11	$27,052 52 $30,000 $24,000	$28,134 50 $32,200 $22,992	$28,000 1	$27,421 6	$26,250 4	$28,915 2	$26,489 62 $28,000 $24,996		$24,579 27 $27,000 $19,000	$23,000 1	$25,000 1	
Marketing/Marketing Management (incl. Research)	$23,409 5	$20,064 11	$24,500 1	$21,735 46 $26,000 $18,500	$20,874 6	$23,342 27 $26,500 $18,000	$23,563 45 $28,000 $18,200	$27,217 24 $31,000 $25,000	$14,400 1	$23,000 29 $30,000 $18,000	$20,417 10	$19,628 10	$22,762 81 $27,000 $18,000	$20,000 1	$22,126 400 $27,000 $18,000	$27,123 4	$22,100 3	$19,922 9
Real Estate	$28,125 4									$21,120 3		$20,000 1	$21,333 3					
Advertising		$18,603 20 $24,000 $14,520		$15,680 2		$21,943 7	$22,998 2			$22,167 3		$30,000 1	$22,750 2		$21,971 7			$21,000 2
Communications		$15,736 11		$22,000 10	$32,000 1	$17,725 17	$17,400 5	$23,743 7		$21,650 10	$21,750 4	$18,300 9	$21,216 10		$20,251 56 $24,000 $15,000			$19,844 9
Journalism		$14,633 3		$25,000 1		$15,900 17	$22,500 2					$17,073 3	$21,271 7		$20,200 10			$17,203 15
Telecommunications/ Broadcasting		$22,000 2		$24,000 2		$17,650 12		$24,000 1				$23,000 1	$22,071 11		$19,121 14			
Elementary Education						$18,000 1									$25,000 1			
Pre-Elementary Education																		
Physical Education					$13,000 1				$15,000 1		$17,333 3				$18,000 1		$25,000 1	
Special Education																		

Curriculum - Continued	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Human Ecology													$18,493 2		$21,500 4			$20,000 1
Textiles & Clothing															$20,196 116 $23,000 $17,500			
Merchandising Management		$12,480 1													$19,749 47 $23,004 $15,000			
Foreign Languages				$18,500 3		$22,000 1	$19,200 1			$20,004 1		$20,000 1		$33,000 1	$22,396 8			$30,000 1
Letters	$30,167 3	$18,857 7		$22,107 14	$31,500 3	$17,333 3	$21,850 6	$26,229 7		$17,000 3	$13,000 4	$20,000 1	$23,861 10	$21,890 3	$19,950 14	$21,000 2		$18,825 4
Visual & Performing Arts					$30,000 1	$17,206 2				$17,100 1		$22,496 2		$19,000 1	$22,045 11	$21,000 1		$21,000 1
Humanities-Other		$30,000 1		$22,500 3	$21,250 2	$26,500 4	$45,000 2	$32,200 1		$23,000 1	$17,500 1	$18,267 6	$24,245 9	$19,000 1	$20,782 32 $23,000 $18,000	$23,000 1		
Criminal Justice					$10,100 2							$14,000 1	$24,700 2	$18,360 4	$17,848 6		$22,167 3	
History	$32,000 1		$20,000 1	$22,667 3	$20,163 6	$24,000 3	$28,200 1	$23,004 1		$20,000 1	$17,740 2	$16,720 2	$23,500 5		$21,410 10	$28,000 1		
Political Science / Government		$23,000 2		$23,800 10	$30,000 9		$28,650 2	$30,623 13		$24,376 4	$20,060 2		$25,530 10	$20,500 9	$22,479 29 $25,000 $17,000			
Psychology	$34,250 2	$40,000 1		$19,938 8	$25,250 4	$24,300 2	$20,001 3	$24,950 2		$25,167 3	$19,925 4	$18,700 2	$24,217 6		$21,350 52 $25,000 $18,000	$20,000 3	$27,000 1	
Sociology				$22,400 3		$19,200 1	$17,004 1			$17,000 1	$21,000 1		$26,500 2		$18,932 11			
Social Sciences-Other	$30,000 2	$22,067 3		$19,929 12	$30,885 13	$18,000 1	$20,022 5	$30,667 6		$20,000 4	$21,000 1		$24,833 3	$20,240 5	$22,000 6			$17,500 2
Aerospace & Aeronautical Engineering								$30,455 11	$30,300 1	$31,000 1								
Agricultural Engineering								$24,996 2	$20,320 1						$29,004 2			
Architectural Engineering								$27,745 11	$25,900 5									
Bioengineering & Biomedical Engineering					$36,000 1			$31,417 6										
Chemical Engineering	$28,500 1	$28,200 1						$33,124 33 $36,000 $28,200	$32,146 15									
Civil Engineering			$20,750 4					$28,121 195 $31,500 $25,000	$28,440 124 $32,000 $25,200				$31,400 1					
Computer Engineering	$33,000 1			$25,000 1	$32,000 4	$34,300 6	$30,772 27 $35,000 $27,000	$30,920 23 $32,500 $29,000	$27,000 2	$33,500 2			$23,190 3		$17,000 1			

Curriculum - Continued	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Electrical Engineering	$32,420 7		$30,555 4		$40,000 1	$32,523 83 $35,500 $30,000	$33,093 51 $35,520 $30,000	$30,817 119 $34,000 $27,500	$31,319 43 $33,480 $28,000	$31,675 8			$30,363 4		$26,000 4	$36,400 1	$25,343 1	
Environmental Engineering								$26,480 2	$30,384 3									
Industrial Engineering	$31,450 10			$30,700 5	$32,786 7	$31,643 7	$33,616 5	$29,829 100 $32,000 $26,000	$27,705 11	$31,000 2		$36,000 1	$31,701 4		$25,275 4			$29,000 2
Mechanical Engineering	$31,700 5		$32,500 1		$35,000 1	$31,623 8	$30,640 10	$30,793 126 $34,000 $27,500	$31,235 43 $33,000 $28,800				$30,750 2		$24,000 1			
Metallurgical Engineering								$30,000 3										$30,000 1
Mining Engineering								$26,300 5	$26,660 7									
Nuclear Engineering								$34,000 1	$32,000 1									$15,000 1
Petroleum Engineering								$31,600 3	$32,171 7									
Textile Engineering																		
Engineering Technology						$28,027 10	$28,700 8	$26,367 10	$23,657 14		$30,000 1		$35,906 2		$29,667 3	$27,500 1		
Industrial Technology								$34,902 1										
Agribusiness	$25,500 1			$19,300 3				$24,248 2	$24,720 1	$20,000 1	$20,400 5	$21,000 1	$30,000 1		$19,071 7			
Animal Sciences						$13,000 1		$16,000 1										
Plant Sciences								$25,000 1										
Natural Resources											$17,800 1				$12,000 1			
Other Agricultural Sciences				$19,500 1														
Computer Science	$31,550 10	$33,000 1		$27,774 11	$30,417 6	$30,387 52 $33,800 $26,500	$29,180 156 $34,000 $24,000	$29,618 80 $32,000 $27,000	$30,217 6	$29,436 12			$26,201 35 $28,008 $22,000		$25,756 14	$29,000 2	$25,353 1	$27,000 6
Computer Programming				$30,000 1	$36,000 1	$29,750 1	$27,440 10	$29,944 9		$28,500 1			$27,567 3		$20,000 1			
Information Sciences & Systems	$29,105 31 $32,000 $27,000			$28,225 8		$29,387 31 $33,700 $26,500	$26,742 25 $30,000 $23,000	$29,146 25 $32,200 $27,000	$20,000 1	$26,025 4	$18,650 2	$26,400 1	$26,876 22 $29,000 $27,000		$20,001 13	$28,800 1		$30,000 1
Systems Analysis						$32,000 2	$28,960 1	$32,167 3										

Curriculum - Continued	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Allied Health															$22,000 1			
Health Sciences				$21,996 1				$13,000 1				$10,000 1	$22,800 1		$13,250 1			
Nursing																		
Pharmacy															$42,886 10			
Actuarial								$33,200 8			$20,684 3		$30,872 36 $33,300 $28,800					
Architectural & Environmental Design	$27,000 1	$18,498 2	$20,478 18			$20,400 1		$28,600 1	$25,500 2	$24,996 1			$30,000 1					
Biological								$25,500 4	$31,500 2		$21,000 1	$14,000 1	$25,500 3		$20,124 4			
Chemistry					$31,250 2			$27,500 2					$27,000 1		$20,000 1			
Geological								$21,000 2	$22,100 2			$18,000 1	$30,000 1					
Mathematics (incl. Statistics)	$30,125 8			$23,522 9	$31,000 8	$28,110 10	$27,772 18	$29,342 24 $33,300 $25,000		$24,200 8	$19,450 2		$27,996 46 $32,400 $22,000		$21,000 5			
Physics					$29,500 1	$34,000 1	$33,050 2	$25,304 3	$20,000 1		$22,000 1							
Other Physical & Earth Sciences								$16,000 1										
Polymer Science																		
Textile Science							$27,000 1											

BACHELOR'S SUMMARY

	Public Accounting	Advertising	Architecture	Banking (Commercial	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Nontechnical Curricula	$26,975 3366 $30,800 $23,000	$19,242 70 $24,996 $14,000	$22,375 4	$23,182 703 $28,000 $18,500	$28,322 146 $33,000 $21,300	$21,934 176 $28,800 $14,000	$24,665 189 $29,000 $18,000	$27,993 360 $32,000 $24,000	$23,464 11	$24,382 374 $30,500 $17,500	$20,654 91 $24,000 $17,000	$20,479 208 $23,000 $16,700	$23,778 573 $28,000 $18,200	$20,836 33 $22,200 $14,300	$21,393 1459 $27,000 $17,500	$22,899 20 $27,996 $17,000	$23,311 9	$19,777 50 $27,000 $13,780
Technical Curricula	$30,303 75 $34,500 $27,000	$24,549 4	$23,642 27 $31,000 $17,000	$26,273 40 $31,000 $19,500	$32,063 32 $36,000 $29,500	$30,997 213 $34,500 $26,500	$29,746 314 $34,500 $25,000	$29,651 818 $33,000 $26,000	$29,164 292 $33,000 $25,000	$28,507 48 $34,000 $22,265	$20,691 16	$20,900 6	$28,245 168 $32,500 $22,800		$26,400 73 $38,000 $18,000	$30,140 5	$25,348 2	$26,891 11

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

	Public Accounting	Advertising	Architecture	Banking (Commercial	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
MBA - Nontechnical Undergraduate Degree	$33,767 63 $38,000 $30,000	$31,266 7		$37,118 89 $50,000 $27,500	$46,178 18	$37,929 7	$31,480 5	$39,014 38 $63,000 $30,000		$33,984 19	$22,500 2	$30,000 2	$33,798 24 $39,500 $28,000		$30,903 15			$20,600 2
MBA - Technical Undergraduate Degree	$33,149 10	$19,000 1		$39,810 9	$50,000 5	$36,248 4	$33,000 7	$38,450 28 $40,000 $30,000	$43,000 2	$45,000 1			$35,769 7					

EMPLOYER CATEGORIES - Continued

Bachelor's Degree Curricula	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Accounting	$25,166 9	$19,500 1	$23,854 13	$25,188 33 $27,300 $22,800	$21,374 8	$21,245 54 $24,500 $18,300	$22,971 52 $26,600 $19,000	$27,318 8	$25,500 10	$20,333 6		$18,200 2	$26,000 2	$27,066 20 $33,000 $22,000	$25,984 25 $27,500 $23,500	$26,037 27 $29,000 $19,000	$22,162 17	$28,174 95 $31,000 $25,800
Business Administration - incl. Management Science	$28,400 5	$25,000 4	$23,623 20 $30,000 $15,600	$24,895 14	$18,983 12	$20,389 38 $24,996 $16,000	$21,329 14	$24,417 7	$21,407 9	$18,000 1		$16,782 3	$20,000 1	$25,335 30 $29,120 $20,000	$24,077 8	$26,240 25 $30,000 $18,000	$23,539 18	$26,441 47 $32,400 $21,000
Distribution Management			$23,491 11		$17,498 1	$20,028 3	$18,000 1								$24,605 2	$30,250 2	$23,150 4	$26,296 10
Economics & Finance (incl. Banking)	$25,294 18		$25,164 25 $31,000 $18,000	$26,092 19	$19,113 8	$21,281 51 $25,000 $18,000	$28,425 6		$26,750 6	$24,150 4		$16,000 1	$25,000 5	$26,178 20 $29,004 $23,660	$23,133 6	$26,304 25 $30,000 $24,000	$25,881 7	$28,179 47 $31,000 $23,000
Hotel / Restaurant Management					$23,462 1													
Human Resources (incl. Labor Relations)			$23,667 3	$28,200 1		$27,025 4	$20,583 3		$16,450 1				$18,000 1		$24,000 1	$19,833 3	$24,000 1	
Management Information Systems	$30,000 1	$25,275 8	$25,139 18	$28,207 17	$23,807 3	$20,935 10	$26,500 1		$19,000 2				$24,000 2	$27,158 12	$28,858 11	$33,225 4	$30,160 5	$30,927 22 $32,500 $29,820
Marketing / Marketing Management (incl. Research)	$24,000 5	$17,500 3	$24,414 14	$25,375 12	$21,502 2	$19,905 16	$26,500 2	$19,667 3	$25,253 15	$16,000 1	$18,500 1		$24,000 1	$24,000 3	$23,415 6	$25,849 28 $29,736 $21,000	$24,114 21 $26,400 $22,000	$26,480 68 $30,500 $23,700
Real Estate	$24,969 13																	
Advertising									$21,000 1	$18,000 1						$18,000 2		
Communications		$14,018 2	$20,444 9	$20,820 5	$18,733 8	$18,124 6	$18,050 2	$16,000 1	$30,000 2	$19,300 2	$19,950 4		$18,500 2	$16,000 1		$26,000 5	$19,650 2	$26,194 8
Journalism			$10,000 1		$14,749 4	$15,667 3	$20,800 2		$17,000 2				$15,000 2			$24,000 1		$27,000 3
Telecommunications / Broadcasting					$12,000 1	$13,000 1	$23,400 2		$24,000 1	$18,750 2								$25,125 2
Elementary Education					$19,111 350 $23,966 $12,800	$20,000 1	$19,400 3			$15,000 1		$16,050 2	$21,570 2					$16,000 1
Pre-Elementary Education					$17,702 21 $22,347 $10,400		$19,050 1	$12,000 1	$21,000 1			$9,040 1						
Physical Education					$20,436 24 $23,000 $17,000	$15,000 1	$15,733 3	$16,332 3				$17,500 2						$27,200 1
Special Education					$19,744 81 $23,000 $17,000		$19,175 2		$23,000 1			$17,000 1						

Curriculum - Continued	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Human Ecology					$18,000 1		$15,558 1		$15,320 2			$12,500 1						
Textiles & Clothing					$19,000 1											$28,500 1		
Merchandising Management					$17,004 2													$30,500 1
Foreign Languages		$19,000 1			$19,760 5	$21,312 5					$25,000 1	$15,225 1			$24,500 1			
Letters		$20,500 4			$18,039 31 $24,000 $10,000	$17,068 3	$16,647 3	$16,000 1	$19,500 1	$19,500 1		$14,607 11		$23,016 1				$31,500 1
Visual & Performing Arts					$18,664 34 $22,930 $14,000	$30,000 1		$12,000 1			$17,000 1	$17,800 1						
Humanities-Other		$17,000 1	$19,800 2		$19,438 5	$21,475 4		$25,200 1	$24,000 1	$42,750 2		$27,000 1		$22,500 1		$45,000 3		$26,640 2
Criminal Justice			$15,600 1	$26,400 1	$22,500 1	$18,831 3	$23,815 6		$12,000 1									
History		$27,500 1	$24,000 1	$18,000 1	$17,460 6	$22,754 8	$16,977 2			$22,000 1	$26,000 1	$20,500 1						
Political Science / Government	$24,500 2	$31,000 1	$17,425 4	$20,000 1	$18,722 2	$20,799 14	$21,156 9	$18,240 1			$20,000 1	$15,794 2	$12,000 1		$29,068 2	$27,000 1	$29,400 1	$31,052 2
Psychology	$14,000 1	$19,000 1	$23,752 2	$22,000 1	$16,372 10	$19,030 5	$18,578 13	$18,020 8	$14,579 8			$16,888 19	$18,002 2			$30,000 1	$25,000 1	
Sociology			$15,600 1		$16,560 2	$17,372 2	$26,718 4		$21,000 1	$12,700 1		$15,345 7						
Social Sciences-Other	$24,996 1	$18,850 2	$21,442 2		$17,026 5	$24,058 6	$20,460 6	$19,500 1	$13,721 5	$19,150 2		$14,442 16	$17,000 1					$32,500 1
Aerospace & Aeronautical Engineering		$32,956 2	$33,000 1			$26,503 33 $29,400 $25,200	$26,500 1							$31,082 194 $33,394 $28,500	$32,000 1	$26,033 3		$32,100 1
Agricultural Engineering				$27,600 1		$30,306 1	$24,000 1							$30,600 1	$26,247 8	$32,014 11	$21,600 1	
Architectural Engineering				$33,000 1			$25,331 4										$29,348 27 $33,000 $27,000	
Bioengineering & Biomedical Engineering		$30,120 1		$28,500 1		$26,246 2		$27,000 1	$29,267 3					$28,900 2		$31,324 1		$31,663 8
Chemical Engineering	$37,000 1	$34,385 6		$33,102 8	$36,200 1	$27,477 24 $34,740 $25,000	$30,903 6						$25,700 1	$32,003 8	$34,133 5	$32,676 22 $34,500 $32,000	$34,100 32 $36,500 $30,600	$35,065 837 $36,900 $33,500
Civil Engineering	$38,500 1	$28,660 5	$25,480 110 $27,791 $23,532	$31,046 45 $33,600 $28,200		$25,341 73 $27,000 $21,996	$25,980 215 $30,000 $22,851		$27,300 2		$28,000 1			$28,604 11	$30,067 3	$30,014 7	$28,432 120 $32,000 $24,600	$31,747 18
Computer Engineering		$32,340 6		$31,406 8	$26,144 5	$26,023 22 $30,504 $25,343	$23,705 2	$33,000 1	$30,006 1				$23,500 1	$31,001 24 $33,300 $30,000		$33,400 3	$28,000 2	$32,050 11

Curriculum - Continued	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Electrical Engineering		$32,875 33 $36,500 $30,000	$33,226 8	$31,960 225 $33,696 $30,396	$27,507 7	$26,421 187 $30,960 $21,400	$26,656 9	$25,080 2	$20,000 1					$31,427 277 $33,280 $28,900	$30,285 8	$32,213 128 $34,200 $30,500	$31,834 18	$33,751 84 $36,000 $30,120
Environmental Engineering																		
Industrial Engineering		$34,733 3	$28,967 9	$30,737 26 $33,000 $28,500		$25,409 53 $30,396 $21,000		$29,820 5						$30,048 46 $32,700 $27,588	$30,760 11	$32,040 84 $33,600 $30,000	$30,577 34 $33,600 $26,004	$31,537 77 $33,600 $29,100
Mechanical Engineering		$31,443 24 $33,600 $29,000	$31,762 13	$31,794 127 $33,700 $28,674	$24,341 3	$25,641 108 $30,000 $21,200	$27,723 6	$33,300 2	$33,867 3	$26,232 1			$32,000 1	$30,614 282 $33,000 $28,000	$31,297 74 $34,000 $27,600	$32,194 324 $34,200 $29,760	$31,242 66 $34,200 $27,000	$33,961 240 $36,000 $32,000
Metallurgical Engineering		$32,000 1		$29,700 2		$26,768 4								$36,500 2	$35,400 1	$33,050 22 $34,000 $31,500	$31,100 2	$33,585 4
Mining Engineering				$31,000 1			$25,160 1										$28,500 1	
Nuclear Engineering		$32,500 2		$30,561 9		$28,324 2	$27,500 1							$30,132 1				
Petroleum Engineering						$26,050 2	$26,200 1											$31,390 6
Textile Engineering																		
Engineering Technology		$22,800 1		$30,327 10		$23,200 4	$25,000 1							$28,285 45 $30,680 $25,000	$27,000 1	$31,316 23 $35,000 $26,275	$28,741 30 $34,200 $20,000	$30,936 13
Industrial Technology						$21,286 7								$29,880 21 $33,000 $27,996		$30,846 2		
Agribusiness	$18,000 1					$18,289 4	$22,037 5	$18,000 1		$20,000 1					$21,464 46 $26,500 $16,500	$29,736 1		$20,900 2
Animal Sciences		$20,000 1				$16,318 2	$22,880 1	$14,064 1	$17,396 3				$21,500 2	$23,496 1	$18,800 15			
Plant Sciences				$24,400 2	$18,900 1	$21,647 2	$17,452 3		$17,000 1	$22,998 2					$20,064 11			
Natural Resources						$18,503 2	$16,073 6								$22,000 1		$30,000 1	
Other Agricultural Sciences					$20,333 3	$15,000 1	$20,167 3								$23,824 13			$29,500 1
Computer Science		$32,503 16	$28,262 9	$29,895 33 $33,500 $27,600	$28,007 9	$25,314 45 $30,192 $20,000	$24,887 11	$24,000 4	$23,445 4	$20,000 1			$25,267 1	$31,439 72 $33,000 $28,860	$27,000 1	$29,865 19	$26,892 8	$31,904 54 $33,500 $30,000
Computer Programming			$25,967 3	$30,200 1	$24,139 5	$27,423 3	$18,166 1				$23,500 1					$31,000 1		$29,250 2
Information Sciences & Systems			$24,541 15	$28,026 7	$23,000 1	$22,172 4			$23,833 6					$26,789 9	$33,067 3	$29,700 5	$26,400 1	$31,275 25 $33,000 $28,500
Systems Analysis																$33,600 2		

Curriculum - Continued	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Allied Health					$20,631 1			$26,646 65 $31,000 $22,000	$29,000 11			$21,340 2			$25,000 1			$33,960 1
Health Sciences					$26,237 1	$15,000 2	$16,800 1	$22,800 11	$23,247 6				$15,000 2					
Nursing					$27,500 5		$27,300 1	$28,100 103 $34,000 $21,000	$29,628 10					$28,500 1				
Pharmacy								$34,119 7							$34,832 1			$33,052 18
Actuarial					$23,400 1	$18,606 2	$18,996 1						$12,600 2		$19,074 4			$16,000 1
Architectural & Environmental Design	$32,000 1			$20,850 2			$23,749 4										$27,500 30 $29,400 $24,180	
Biological		$17,750 4			$19,822 10	$19,840 6	$17,299 5	$23,206 5		$11,440 1			$12,000 1					$27,124 8
Chemistry		$22,500 1			$18,750 4	$20,450 2	$21,000 1		$21,600 1								$20,100 1	$29,006 66 $31,200 $23,200
Geological		$26,496 2			$18,750 2	$24,663 3	$17,300 2	$12,400 1										
Mathematics (incl. Statistics)		$30,000 1	$23,333 3	$27,919 5	$20,637 23 $24,750 $18,000	$20,861 22 $23,741 $19,493	$31,700 1	$26,000 1						$31,620 10		$30,420 1	$20,853 3	$29,640 5
Physics				$33,500 4	$25,400	$23,300 4								$29,430 5		$31,000 1		$34,000 1
Other Physical & Earth Sciences				$16,305 1			$14,000 1		$30,000 1									$26,400 1
Polymer Science																		$31,420 3
Textile Science																		$29,000 1

BACHELOR'S SUMMARY

	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Nontechnical Curricula	$25,287 56 $30,000 $19,500	$21,911 29 $27,500 $17,000	$23,400 127 $28,000 $16,800	$25,506 105 $29,000 $20,100	$19,110 636 $24,000 $13,000	$20,916 230 $25,200 $16,056	$21,464 138 $27,000 $16,700	$21,127 36 $30,000 $15,000	$21,860 70 $30,000 $14,000	$21,012 25 $26,000 $16,000	$20,700 9	$15,041 72 $18,845 $12,000	$21,087 22 $26,000 $17,000	$25,070 80 $29,120 $22,080	$25,771 88 $30,000 $21,000	$26,015 128 $30,000 $18,720	$24,015 77 $29,400 $18,000	$27,477 301 $31,536 $23,750
Technical Curricula	$31,375 4	$31,374 100 $35,500 $26,000	$26,585 171 $32,100 $23,532	$31,306 510 $33,720 $28,200	$22,521 80 $27,000 $17,125	$25,488 626 $30,396 $20,195	$25,297 296 $30,000 $21,000	$27,328 210 $33,000 $20,571	$26,717 50 $33,000 $17,364	$20,011 6	$25,750 2	$21,340 2	$19,687 11	$30,828 904 $33,100 $28,000	$26,718 206 $33,300 $17,500	$32,072 666 $34,200 $29,000	$29,610 393 $34,200 $25,000	$33,925 148 $36,500 $30,000

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
MBA - Nontechnical Undergraduate Degree	$37,700 5	$36,300 2	$37,100 14	$34,764 9	$27,167 3	$26,513 15	$30,167 9	$30,000 3	$34,076 4	$22,500 1		$30,000 1		$37,210 5	$38,073 8	$39,594 32 $46,900 $34,200	$33,033 3	$39,435 38 $48,000 $32,000
MBA - Technical Undergraduate Degree			$34,950 2	$41,000 5			$37,000 1							$38,440 3		$38,900 6		$38,440 8

EMPLOYERS CONTINUED ON NEXT PAGE . . .

EMPLOYER CATEGORIES - Continued

Bachelor's Degree Curricula	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Accounting	$28,484 27 $33,000 $25,500	$26,971 42 $29,500 $24,000	$26,151 43 $30,000 $20,000	$28,000 5	$25,079 13	$23,416 2	$24,067 6	$26,282 18	$27,350 211 $29,000 $25,200	$25,700 2	$27,700 6	$28,017 6	$25,400 6	$25,000 3	$26,630 22 $28,000 $25,000	$25,272 77 $28,800 $20,000
Business Administration - incl. Management Science	$25,400 36 $28,200 $18,300	$25,881 27 $29,400 $21,000	$24,922 46 $29,000 $21,000	$22,466 5	$25,306 13		$27,161 5	$24,600 11	$27,022 26 $30,000 $24,000	$25,000 1	$23,400 4	$25,400 3	$32,502 2	$25,007 10	$25,204 5	$22,641 51 $27,600 $17,000
Distribution Management		$26,600 3	$31,545 11	$28,200 1	$25,750 2			$20,200 1	$26,750 4		$26,833 6			$24,000 1		$20,000 1
Economics & Finance (incl. Banking)	$25,670 36 $30,000 $20,500	$25,932 46 $30,000 $22,500	$27,001 49 $31,500 $22,020	$27,344 16	$21,943 7		$26,112 9	$27,430 10	$26,088 56 $30,000 $25,000	$26,340 6	$26,400 2	$25,556 9	$26,000 3	$23,855 8	$27,120 10	$23,850 22 $28,000 $20,000
Hotel / Restaurant Management									$27,000 1							$21,433 5
Human Resources (incl. Labor Relations)	$24,000 1	$26,300 5	$30,000 1	$21,200 1	$24,500 1	$27,000 1	$20,000 1	$29,100 2	$26,029 7					$20,041 7		
Management Information Systems	$29,125 26 $32,400 $26,000	$28,502 17	$29,066 6		$27,600 5			$27,120 5	$29,217 42 $30,684 $27,492			$27,145 5		$21,100 2	$27,721 4	$27,007 4
Marketing / Marketing Management (incl. Research)	$24,963 65 $30,000 $19,000	$24,715 54 $27,000 $21,000	$25,113 90 $30,000 $22,000	$24,388 42 $25,400 $22,800	$23,083 23 $26,000 $21,000		$25,073 15	$21,900 20 $26,000 $16,000	$26,352 36 $29,000 $24,000	$20,400 14	$25,100 2	$25,024 16	$26,757 7	$23,356 21 $26,400 $20,600	$23,303 17	$24,011 66 $30,000 $18,000
Real Estate																
Advertising	$21,250 4	$20,000 1	$22,000 2		$13,400 1			$15,000 1		$21,000 1				$14,000 1		$27,250 4
Communications	$24,225 5	$25,340 5	$22,060 10	$22,125 4	$25,000 1			$24,747 3	$20,000 1	$20,433 3				$16,500 1	$20,500 1	$23,462 15
Journalism	$20,250 2	$21,550 2	$24,967 9					$23,250 1		$26,180 2				$16,000 1		$14,250 2
Telecommunications / Broadcasting		$34,230 1	$22,006 5							$23,000 2						$10,075 4
Elementary Education																$20,347 3
Pre-Elementary Education																$14,200 2
Physical Education	$22,000 1								$33,000 1					$12,000 1		
Special Education		$27,500 1														

Curriculum - Continued	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Human Ecology																
Textiles & Clothing			$26,000 1	$30,000 1						$10,000 1				$25,250 12		
Merchandising Management														$21,000 2		
Foreign Languages		$30,000 1	$24,504 1	$26,496 1							$39,000 1			$27,996 1		$29,004 2
Letters	$24,501 3	$31,250 2	$28,000 1					$25,000 1		$19,500 2			$24,000 1	$32,000 1		$23,288 5
Visual & Performing Arts	$20,002 2		$41,700 2	$20,000 1					$23,400 1	$20,000 1						$24,000 3
Humanities Other	$26,250 4		$25,100 4		$19,000 1		$28,000 1	$17,700 2					$27,400 1	$27,500 1		$20,700 3
Criminal Justice																
History																$27,000 1
Political Science / Government	$27,000 1		$22,900 4	$26,500 1				$27,150 2			$22,500 2			$22,700 3	$19,000 1	$15,600 2
Psychology	$21,000 2	$21,075 4	$24,500 1	$23,000 1				$24,500 2						$20,333 3	$22,500 1	$18,400 4
Sociology		$18,600 1	$28,167 3							$14,500 1	$35,000 1					
Social Sciences-Other			$26,000 2	$50,004 1	$24,000 1			$26,500 1							$16,000 1	$24,600 5
Aerospace & Aeronautical Engineering	$33,250 4	$32,227 6	$26,000 1						$32,500 2						$30,102 4	$29,281 12
Agricultural Engineering			$31,267 22 $35,000 $29,000						$30,000 2		$32,000 1				$19,000 1	$32,000 1
Architectural Engineering									$33,300 9							
Bioengineering & Biomedical Engineering	$27,500 1	$32,255 3						$35,400 1	$33,000 1			$31,833 3			$31,003 3	$28,624 9
Chemical Engineering	$33,060 6	$34,682 43 $36,000 $32,500	$34,788 42 $36,600 $33,000	$35,615 24 $36,300 $35,400	$33,014 10	$33,600 3	$34,747 11	$35,237 76 $36,300 $34,000	$36,114 523 $38,500 $34,000	$36,175 4	$35,057 40 $36,000 $34,200	$33,657 7	$33,433 3	$35,176 10	$34,960 42 $36,300 $33,400	$35,123 20 $36,500 $32,000
Civil Engineering	$34,250 2	$30,742 8	$31,000 3	$33,000 1	$30,400 14	$30,000 3		$32,150 6	$32,534 93 $35,100 $29,000			$26,567 6	$29,400 2		[illegible] 12	$28,411 56 $30,200 $25,000
Computer Engineering	$31,787 61 $34,200 $27,996	$32,501 60 $35,000 $30,000		$33,000 1	$31,200 3			$31,217 12	$32,435 14		$31,700 3	$33,133 3		$27,000 1	[illegible] 6	$20,750 2

MANUFACTURING EMPLOYERS

Curriculum - Continued	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Electrical Engineering	$32,734 225 $35,000 $30,000	$32,401 664 $34,400 $30,000	$32,487 23 $35,000 $30,000	$33,536 9	$32,684 83 $34,200 $31,440	$32,486 7	$32,250 2	$34,083 41 $35,500 $31,500	$34,137 111 $36,000 $31,500		$32,806 7	$31,680 25 $34,100 $28,500	$33,888 8	$34,117 12	$31,513 33 $33,380 $28,835	$30,838 63 $33,500 $28,016
Environmental Engineering																
Industrial Engineering	$32,085 16	$31,428 122 $33,600 $29,000	$31,669 31 $33,100 $29,700	$32,175 8	$31,089 32 $32,500 $29,040		$29,950 4	$32,664 17	$32,918 19		$27,500 3	$31,275 7	$31,900 7	$30,729 7	$30,360 35 $33,000 $27,000	$28,898 30 $32,500 $23,400
Mechanical Engineering	$31,923 37 $33,[illegible] $30,000	$32,099 356 $34,000 $30,000	$33,551 70 $35,400 $31,500	$32,566 10	$31,903 148 $34,140 $30,000	$33,219 5	$33,433 18	$34,096 72 $35,600 $32,000	$34,984 356 $37,500 $31,750	$29,500 2	$33,118 41 $34,200 $32,500	$31,953 33 $34,560 $30,000	$31,749 10	$33,549 24 $35,900 $31,500	$32,581 71 $35,200 $30,000	$30,724 87 $33,600 $28,000
Metallurgical Engineering	$32,500 1	$32,330 10		$34,000 1	$32,678 74 $34,400 $31,200	$32,478 9		$34,800 1	$33,825 4		$35,200 1		$30,618 11		$33,700 2	$31,400 5
Mining Engineering						$30,246 10			$33,875 4						$34,000 1	$31,500 1
Nuclear Engineering		$33,422 9			$32,560 3						$31,200 1		$30,600 1		$32,500 1	$25,850 2
Petroleum Engineering									$36,178 119 $39,600 $30,500							
Textile Engineering								$34,000 1						$34,000 1		$33,000 1
Engineering Technology	$28,239 9	$29,970 36 $32,500 $24,000	$35,000 1		$30,768 18	$32,004 1		$29,138 8	$30,600 19		$28,733 3	$25,023 4		$18,996 1	$28,977 9	$28,646 13
Industrial Technology	$36,000 1	$29,228 9		$30,000 1	$24,000 1			$33,300 1	$30,356 5		$33,[illegible] 1	$27,500 4		$27,500 1	$32,250 2	$25,823 6
Agribusiness			$22,100 12				$23,000 1		$28,575 4						$22,750 4	$23,100 2
Animal Sciences			$21,567 12													$14,000 2
Plant Sciences			$24,500 1					$18,246 2							$33,000 1	$25,000 1
Natural Resources							$17,500 1	$19,667 3								
Other Agricultural Sciences			$25,629 24 $30,000 $22,000				$32,500 1								$19,000 1	$20,000 1
Computer Science	$31,196 118 $34,992 $27,000	$31,071 97 $34,500 $30,000	$28,740 5	$31,250 2	$25,771 7		$23,000 1	$29,221 6	$31,065 58 $34,000 $28,800	$24,500 2	$28,827 11	$31,020 3	$25,200 1	$32,250 2	$29,611 7	$29,223 10
Computer Programming	$29,765 9	$29,800 3						$28,000 1	$30,700 6		$32,454 2	$36,000 1			$30,567 3	$25,600 1
Information Sciences & Systems	$29,561 20 $34,000 $27,000	$30,392 12	$27,633 3	$33,000 1	$26,040 5		$30,000 1	$29,418 5	$30,272 35 $32,000 $28,800	$29,000 1	$30,000 1	$28,200 1	$29,850 2		$31,000 5	$23,147 3
Systems Analysis	$24,000 1	$32,400 2									$33,000 1					$31,500 2

MANUFACTURING EMPLOYERS

Curriculum - Continued	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Allied Health																$19,050 2
Health Sciences																
Nursing																
Pharmacy																$43,667 3
Actuarial									$24,000 1						$30,996 2	$16,999 3
Architectural & Environmental Design									$30,102 2			$29,200 1			$28,800 1	$23,332 3
Biological			$13,500 1					$15,288 1	$30,492 1					$27,250 1	$14,500 1	$23,580 4
Chemistry		$34,992 1	$28,704 1		$29,633 3		$31,000 1	$30,800 3	$31,572 10				$29,000 1		$25,675 2	$23,300 4
Geological					$24,000 1				$27,111 5			$39,996 1				$17,154 2
Mathematics (incl Statistics)	$28,733 13	$30,063 7	$25,200 1		$28,360 1		$25,000 1	$27,775 2	$30,330 10						$25,000 1	$24,333 3
Physics	$30,021 5	$33,783 6		$32,000 2					$32,000 1			$18,000 1				$29,200 2
Other Physical & Earth Sciences								$21,250 2						$22,000 1		$22,500 1
Polymer Science		$33,900 1			$33,120 1								$32,100 1			
Textile Science		$23,000 1							$31,500 1					$26,708 20 $28,500 $25,000		

BACHELOR'S SUMMARY

	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Nontechnical Curricula	$25,971 215 $32,000 $19,000	$25,952 212 $30,000 $21,300	$25,884 291 $30,000 $20,400	$25,400 80 $30,000 $22,500	$24,320 68 $27,000 $19,850	$24,611 3	$25,857 37 $28,800 $20,800	$25,035 86 $28,800 $19,200	$27,375 385 $30,000 $25,000	$21,671 36 $26,000 $16,500	$26,783 24 $28,800 $24,000	$26,046 30 $30,000 $20,000	$27,111 19	$24,326 88 $28,020 $18,000	$25,411 62 $28,600 $22,000	$23,923 302 $30,000 $17,496
Technical Curricula	$31,798 538 $34,500 $28,000	$32,175 1467 $34,500 $30,000	$30,991 253 $35,400 $24,000	$33,867 60 $35,500 $31,200	$31,830 404 $34,200 $29,500	$31,564 47 $34,000 $29,500	$32,150 42 $35,000 $29,000	$33,226 261 $36,000 $29,000	$34,667 1415 $37,960 $30,000	$31,300 9	$33,030 116 $35,700 $30,300	$31,938 100 $34,560 $26,500	$31,567 47 $34,800 $28,500	$31,666 80 $36,000 $25,800	$31,599 250 $35,400 $27,600	$29,299 374 $33,800 $24,000

MBA - INEXPERIENCED - BY EMPLOYER TYPE

	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
MBA - Nontechnical Undergraduate Degree	$38,426 19	$36,107 21 $41,000 $29,000	$39,344 30 $51,000 $30,000	$41,705 14	$32,357 7	$33,000 2	$40,200 1	$35,000 5	$35,796 27 $42,996 $29,500	$32,100 2	$33,000 1	$38,000 1			$45,767 6	$31,241 14
MBA - Technical Undergraduate Degree	$41,941 3	$39,333 6	$38,150 4	$38,500 2	$39,850 2			$35,933 3	$38,000 10					$45,000 2	$36,350 2	

Beginning salary offers to all candidates by curriculum and functional area

This diagram indicates arrrangement of data in blocks

Average 90th Percentile 10th Percentile	$24,876 839 $28,000 $21,600	Number of Offers

FUNCTIONAL AREA

Bachelor's Degree Curriculum	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporitng	Production	Public Relations	Writing / Editing
Accounting	$26,921 3196 $30,800 $23,000	$25,358 909 $29,000 $20,000	$20,690 10	$26,292 12	$28,420 5	$32,000 1			$26,031 78 $29,100 $21,900	$20,250 2	$28,000 1	$20,884 1						
Business Administration (incl. Management Science)	$26,519 34 $33,000 $20,000	$21,117 27 $27,000 $14,000	$22,997 32 $25,000 $20,000	$22,317 23 $27,000 $19,493	$27,553 8	$21,334 1	$28,500 2	$18,000 2	$25,866 40 $30,000 $21,354	$24,300 16	$23,279 38 $25,000 $20,800	$22,262 38 $25,200 $18,000	$12,000 1			$25,030 4	$18,683 6	$18,200 1
Distribution Management																		
Economics & Finance (incl. Banking)	$27,529 75 $30,996 $25,000	$25,533 148 $30,000 $21,500	$21,657 129 $26,000 $18,000	$24,362 195 $28,000 $20,000	$28,414 41 $33,000 $22,700	$25,645 9	$23,998 7	$24,582 12	$26,945 375 $32,000 $21,000	$24,186 36 $30,000 $16,700	$23,7[illegible] 60 $28,0[illegible] $19,375	$24,181 26 $26,000 $20,804				$29,700 2	$25,800 1	
Hotel / Restaurant Management																	$23,000 1	
Human Resources (incl. Labor Relations)		$20,000 1		$20,000 1					$20,826 2		$23,133 3	$21,833 6						
Management Information Systems	$28,299 10	$27,140 5							$28,293 9	$31,000 1	$13,200 1	$23,000 1				$24,000 1		
Marketing / Marketing Management (incl. Research)	$26,066 6	$24,500 11	$20,653 17	$21,800 13	$19,100 3			$19,375 2	$24,328 12	$22,500 5	$24,057 21 $28,000 $18,000	$22,292 13	$20,000 1	$23,000 2	$17,000 1	$26,000 1	$19,214 7	$17,025 4
Real Estate		$25,200 1		$28,500 2			$30,000 2		$28,667 3	$18,000 1	$20,380 2	$22,000 1						
Advertising									$16,000 1	$18,000 1				$17,000 5		$15,600 1	$19,850 4	$15,000 1
Communications		$28,000 1	$20,067 3	$26,333 3	$32,000 1			$16,800 1	$20,300 5	$20,000 1	$27,000 1	$21,383 6	$17,000 2	$18,500 2	$18,744 9	$21,791 8	$19,778 16	$17,100 5
Journalism									$25,000 1			$15,600 1	$18,996 1	$16,000 1	$15,020 8	$14,400 1	$17,003 7	$17,586 23 $23,200 $13,000
Telecommunications / Broadcasting											$24,375 8	$16,640 1		$21,287 5	$12,500 3	$20,786 7	$16,880 3	$19,800 2
Elementary Education									$25,000 1							$18,000 1		
Pre-Elementary Education																		
Physical Education		$30,996 1			$13,800 1													
Special Education																		

FUNCTIONAL AREA

Curriculum · Continued	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Human Ecology												$20,806 1						$20,000 1
Textiles & Clothing																		
Merchandising Management													$12,480 1					
Foreign Languages		$27,996 1	$18,500 2			$26,004 1		$18,500 1									$26,501 3	$23,250 2
Letters	$26,603 6	$22,000 1	$20,250 6	$23,250 4	$30,000 1				$25,250 2		$24,950 4	$22,561 5	$18,000 1	$15,000 1	$13,000 1	$20,000 1	$16,840 5	$19,550 12
Visual & Performing Arts		$14,750 2			$30,000 1				$17,100 1				$20,501 7				$20,445 3	
Humanities-Other		$24,000 1	$18,500 1					$21,250 2			$23,680 5	$22,903 2	$30,000 1			$10,000 1	$35,000 3	$25,500 1
Criminal Justice							$19,200 1				$24,760 2							
History			$19,160 3		$32,000 2				$28,625 4		$21,000 1	$23,250 2		$17,500 1		$26,000 1	$15,000 1	$22,002 2
Political Science / Government	$31,000 1	$23,000 2	$21,083 6	$23,750 2	$35,000 1			$27,000 2	$30,630 10	$24,000 3	$25,750 2	$26,625 4				$19,500 1	$21,665 3	
Psychology		$31,000 1	$17,500 4	$21,000 1	$30,000 2			$24,750 2		$13,750 2	$19,800 2						$17,180 2	$16,881 4
Sociology			$24,000 2									$22,000 1	$14,500 1					
Social Sciences-Other	$28,000 1		$18,739 9	$22,000 1	$30,625 4	$30,000 1		$18,500 1	$31,000 9	$21,500 1	$24,500 1	$26,000 1		$20,000 2			$17,451 4	$17,500 2
Aerospace & Aeronautical Engineering										$31,000 1								
Agricultural Engineering									$24,996 1							$35,000 1		
Architectural Engineering																		
Bioengineering & Biomedical Engineering									$36,000 1									
Chemical Engineering													$34,000 1			$28,000 2		
Civil Engineering								$27,300 1	$38,500 1									
Computer Engineering																$33,300 1		

FUNCTIONAL AREA

Curriculum - Continued	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Electrical Engineering					$40,000 1	$31,500 1	$32,000 1		$32,233 3				$32,700 1	$32,610 2		$31,679 7	$31,500 1	$30,720 1
Environmental Engineering																		
Industrial Engineering	$30,600 1	$28,050 2	$27,500 1		$31,500 2	$31,000 1			$31,625 4	$32,000 1						$33,092 5		
Mechanical Engineering					$32,700 1				$32,750 2				$27,300 1			$32,326 4		
Metallurgical Engineering																		
Mining Engineering																		
Nuclear Engineering																$15,000 1		
Petroleum Engineering																		
Textile Engineering																		
Engineering Technology																		
Industrial Technology																		
Agribusiness	$25,500 1	$25,333 3		$19,300 3			$18,000 1			$28,000 1							$29,000 1	
Animal Sciences																		$17,400 3
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences				$19,500 1														
Computer Science		$26,520 1			$30,500 2	$28,500 1		$32,000 1	$29,500 1		$18,000 1	$22,500 1			$31,824 1	$26,275 1	$34,500 1	$24,000 1
Computer Programming									$32,500 2									
Information Sciences & Systems		$30,000 1			$30,000 1				$28,500 1									
Systems Analysis																		

FUNCTIONAL AREA

CONTINUED ...

	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design / Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Allied Health																		
Health Sciences				$21,996 1								$22,800 1						
Nursing																		
Pharmacy																		
Actuarial																	$15,498 2	
Architectural & Environmental Design	$27,000 1										$30,000 1		$20,721 4				$24,996 1	
Biological		$30,492 1									$22,000 1	$28,500 1						
Chemistry									$31,250 2									
Geological															$17,154 2			
Mathematics (incl. Statistics)	$28,333 3	$14,560 1		$20,567 3	$32,333 3			$26,000 1	$28,521 12	$18,000 1	$23,250 2	$24,033 3	$33,000 1				$15,600 1	
Physics									$29,500 1							$23,912 1		
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science													$27,000 1					

BACHELOR'S SUMMARY

Nontechnical Curricula	$26,934 3329 $30,800 $23,000	$25,200 1112 $29,000 $20,000	$21,408 224 $25,500 $17,400	$24,133 257 $28,000 $20,000	$28,170 70 $34,000 $21,528	$26,165 13	$25,340 12	$22,782 25 $30,000 $18,000	$26,724 553 $31,200 $21,000	$23,507 60 $30,000 $16,500	$23,629 152 $28,000 $19,800	$22,748 118 $26,000 $18,200	$18,068 16	$19,102 19	$15,032 18	$21,761 30 $29,400 $15,000	$19,910 66 $25,000 $14,400	$18,400 88 $24,000 $13,000
Technical Curricula	$26,917 6	$25,964 9	$27,500 1	$28,137 8	$33,170 10	$30,333 3	$25,000 2	$28,433 3	$30,498 31 $35,000 $27,000	$25,250 4	$23,300 5	$24,317 6	$26,306 9	$32,610 2	$22,044 3	$30,686 23 $35,000 $23,912	$23,700 7	$21,443 5

More Job Functions On Next Page ...

FUNCTIONAL AREA CATEGORIES -Continued . . .

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
Bachelor's Degree Curricula	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Accounting			$18,650 2				$22,750 4	$16,000 1	$21,583 26 $25,205 $17,900		$22,000 1	$20,467 2	$20,060 1					
Business Administration incl. Management Science	15,750 2	$24,338 56 $31,000 $18,000	$24,474 65 $28,500 $19,500	$25,062 26 $33,000 $18,720	$24,372 12	$23,989 28 $27,500 $18,000	$23,489 152 $28,400 $17,500	$21,614 7	$23,250 10		$31,667 3	$19,643 7				$29,500 2		$23,467 3
Distribution Management				$26,905 42 $32,000 $22,300		$26,400 2	$20,580 5					$19,800 2						
Economics & Finance (incl. Banking)	$24,200 1	$24,910 18	$23,791 31 $28,000 $19,500	$25,500 4	$24,671 7	$22,780 5	$24,589 141 $30,000 $18,500	$24,248 2	$23,232 22 $26,500 $20,544	$24,872 11	$12,000 1	$20,235 11		$31,500 1		$32,340 1		$18,000 1
Hotel / Restaurant Management		$22,887 3																
Human Resources (incl. Labor Relations)		$25,000 1		$27,500 1			$22,755 20 $26,000 $18,000		$24,000 1					$31,000 1				$28,212 6
Management Information Systems		$24,932 3			$31,580 1		$26,619 5					$21,095 2		$24,998 1				
Marketing / Marketing Management (incl. Research)	$21,976 27 $25,500 $18,000	$24,880 70 $30,000 $18,000	$23,400 162 $27,000 $19,000	$25,349 33 $27,500 $22,100	$24,548 31 $29,736 $19,000	$25,428 7	$24,158 713 $28,500 $18,000	$23,849 4	$18,974 3	$20,000 1		$19,005 6		$20,195 1		$26,000 1		$27,980 3
Real Estate							$23,375 4											
Advertising	$18,661 14						$22,505 30 $30,000 $16,500	$11,000 1										
Communications	$15,880 5	$22,250 6	$23,000 7	$21,935 3	$24,287 5		$21,929 69 $29,500 $15,000	$16,550 4	$22,000 1			$15,800 1	$23,000 1					$37,200 1
Journalism	$16,500 4	$16,667 3	$22,080 5			$18,250 2	$24,214 25 $28,500 $18,000	$17,550 2										
Telecommunications / Broadcasting	$23,000 2		$21,794 8		$15,580 1	$15,000 1	$21,831 14											
Elementary Education							$25,000 1					$20,000 1						
Pre-Elementary Education																		
Physical Education		$12,000 1					$24,800 2				$25,000 1	$18,000 2						
Special Education																$27,500 1		

CONTINUED ...

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand /Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Human Ecology			$22,000 3				$18,000 2											
Textiles & Clothing		$18,500 1	$20,659 85 $23,000 $18,000				$21,389 9									$28,500 1		$24,800 2
Merchandising Management		$21,250 2	$21,894 11				$23,700 5											
Foreign Languages		$39,000 1	$26,167 3				$23,758 5	$18,000 1				$19,528 2	$25,000 1					
Letters	$18,333 3	$22,250 2	$24,348 5	$26,000 2			$21,045 11	$16,720 2				$16,800 1						$31,500 1
Visual & Performing Arts	$60,000 1		$26,599 5				$21,843 7											
Humanities-Other			$21,988 16	$32,000 2			$25,379 25 $28,500 $19,600				$24,000 1	$19,250 2						
Criminal Justice			$13,500 2				$19,000 1	$19,000 1			$22,528 10							
History		$15,600 1	$24,000 1				$24,500 9	$25,000 1				$23,839 6						
Political Science / Government		$23,333 3	$26,073 11			$14,100 1	$24,488 21 $29,460 $19,300	$22,599 5	$26,000 2	$20,000 1	$22,000 1	$21,749 10						
Psychology	$24,000 1	$22,500 1	$22,885 19	$13,520 1		$16,000 1	$23,405 22 $27,500 $17,000		$23,000 1		$19,773 4	$21,000 1						
Sociology			$18,833 3				$22,217 6											
Social Sciences-Other	$25,000 2	$29,500 2	$22,000 2		$21,440 2		$25,500 8	$23,000 1	$28,000 1			$23,750 4						
Aerospace & Aeronautical Engineering												$22,500 2	$27,000 1			$29,987 65 $32,600 $26,400		$31,077 16
Agricultural Engineering		$28,876 4	$30,000 1				$29,004 1									$23,900 3	$25,800 2	$29,518 10
Architectural Engineering																$29,283 51 $33,000 $25,200		
Bioengineering & Biomedical Engineering							$28,000 2								$30,365 9			$33,531 4
Chemical Engineering		$35,300 5		$34,800 2			$35,416 10	$26,600 1			$36,000 2	$25,000 1			$35,440 30 $37,200 $33,000	$34,000 47 $36,500 $30,000	$33,001 28 $36,000 $30,000	$34,776 100 $36,240 $33,000
Civil Engineering							$30,400 4					$20,748 4		$26,671 8	$25,300 7	$27,020 583 $32,500 $23,796	$28,477 117 $33,000 $23,796	$30,117 19
Computer Engineering					$30,085 3		$23,750 2					$25,244 1				$30,085 7	$29,600 3	$30,500 5

FUNCTIONAL AREA

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Electrical Engineering		$30,200 2	$30,000 1	$31,580 1	$32,567 6		$31,454 49 $33,600 $30,000	$25,800 2		$33,300 2	$32,080 6	$29,297 8			$26,500 1	$31,763 236 $34,560 $28,800	$30,975 12	$32,522 287 $35,000 $30,160
Environmental Engineering																	$28,228 4	
Industrial Engineering		$35,700 2		$30,600 1	$31,020 1	$28,500 1	$30,011 36 $32,032 $28,000				$31,800 1	$22,836 4	$24,501 3			$29,580 34 $33,000 $24,996	$27,850 3	$30,841 356 $33,600 $27,500
Mechanical Engineering		$32,923 8			$30,056 1	$30,000 1	$31,200 59 $33,600 $28,200	$32,400 1	$27,500 1	$33,890 1	$32,344 1	$23,986 7	$32,890 1		$32,373 4	$31,897 424 $35,300 $28,200	$31,920 22 $33,600 $30,000	$32,546 620 $35,400 $29,700
Metallurgical Engineering	$30,600 1						$31,467 3							$26,900 1		$32,286 7		$32,821 46 $34,800 $30,300
Mining Engineering							$29,600 2									$30,000 3	$24,333 3	$36,000 1
Nuclear Engineering																$31,819 3	$32,220 1	
Petroleum Engineering																$33,132 11	$27,500 1	$38,744 9
Textile Engineering																		
Engineering Technology		$28,732 3	$30,000 1		$34,992 1	$22,992 1	$26,022 23 $32,304 $18,400									$28,158 45 $33,600 $20,000	$16,800 1	$30,515 57 $34,400 $25,480
Industrial Technology																$31,380 3		$28,881 54 $34,320 $25,000
Agribusiness		$24,302 5	$22,500 4		$23,400 2		$24,833 19	$15,732 1								$24,720 1	$21,000 1	
Animal Sciences		$12,000 1					$25,375 2											
Plant Sciences			$19,992 1				$24,667 3										$34,992 1	
Natural Resources												$20,700 1						
Other Agricultural Sciences							$29,500 1											$20,833 3
Computer Science		$34,000 1					$32,115 4					$25,827 2	$32,700 1			$31,810 6	$28,300 1	$31,100 3
Computer Programming																$28,500 2		
Information Sciences & Systems			$28,500 1									$24,747 2						
Systems Analysis																		$33,000 2

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand/Product Management	Buyer/Merchandising	Distribution	Market Research	Purchasing	Sales	Executive Legislative & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/Construct	Environmental/Sanitation	Manufacturing/Industrial
Allied Health																		
Health Sciences							$13,250 1											
Nursing																		$28,500 1
Pharmacy							$32,000 2											
Actuarial		$24,000 2					$28,096 3											
Architectural & Environmental Design							$19,592 1							$24,000 2		$27,151 14	$21,350 2	$29,400 1
Biological			$19,500 1				$27,130 8	$22,000 1				$19,400 2					$21,000 1	
Chemistry					$29,000 1	$27,354 4	$28,046 24 $30,000 $23,200								$27,000 1		$24,450 2	$30,500 2
Geological							$27,500 2			$18,000 1		$26,994 2		$19,600 1			$20,000 1	
Mathematics (incl. Statistics)			$22,800 1		$30,500 2		$22,000 2		$25,200 1			$19,403 2				$26,000 1		$30,420 1
Physics																		
Other Physical & Earth Sciences							$24,200 2							$14,000 1				$24,500 1
Polymer Science																		
Textile Science		$24,000 1					$24,800 2											

BACHELOR'S SUMMARY

	Advertising	Brand/Product Management	Buyer/Merchandising	Distribution	Market Research	Purchasing	Sales	Executive Legislative & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/Construct	Environmental/Sanitation	Manufacturing/Industrial
Nontechnical Curricula	$20,816 62 $25,000 $15,000	$24,221 174 $30,000 $18,000	$22,922 446 $27,000 $19,000	$25,816 114 $32,100 $19,000	$24,357 59 $30,000 $17,235	$23,361 47 $27,500 $16,200	$23,857 1316 $29,460 $18,000	$20,466 32 $26,496 $16,500	$22,548 67 $27,000 $18,000	$24,730 13 •	$22,926 22 $26,400 $18,491	$20,790 60 $25,200 $15,738	$22,667 3	$26,923 4		$28,860 6		$27,039 17
Technical Curricula	$30,600 1	$29,791 34 $35,400 $24,000	$24,617 11	$32,940 4	$30,804 17	$27,272 7	$29,506 267 $33,600 $22,568	$24,722 6	$26,350 2	$33,400 3	$31,517 11	$24,372 38 $30,396 $19,493	$27,662 6	$24,690 13	$33,056 61 $36,996 $27,000	$29,920 1526 $34,609 $24,440	$29,377 286 $34,992 $23,796	$32,072 1617 $35,400 $28,500

FUNCTIONAL AREA CATEGORIES - Continued

Bachelor's Degree Curricula	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administrative - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Accounting	$27,360 2								$29,600 2	$27,500 2			$37,500 2					
Business Administration incl. Management Science	$28,023 6		$27,700 2		$18,000 1		$20,000 1	$32,200 2	$16,224 1	$22,100 6	$16,000 1			$20,000 1	$30,200 1		$18,000 1	
Distribution Management																		
Economics & Finance (incl. Banking)	$29,250 2		$27,000 1				$23,000 1	$33,000 1	$25,250 4	$21,250 2								
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)																		
Management Information Systems	$29,204 8		$30,000 1		$28,800 1				$28,575 8									
Marketing / Marketing Management (incl. Research)	$29,700 1		$26,800 2							$26,470 3							$19,500 2	
Real Estate																		
Advertising																		
Communications																		
Journalism									$12,000 1									
Telecommunications / Broadcasting									$22,500 1									
Elementary Education																		
Pre-Elementary Education																		
Physical Education													$12,000 1			$15,000 2	$18,998 2	
Special Education																	$23,000 1	

Curriculum - Continued	ENGINEERING									HEALTH CARE									
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Human Ecology												$14,000 1						
Textiles & Clothing					$29,000 1				$22,000 1									
Merchandising Management																		
Foreign Languages																		
Letters																		$17,750 2
Visual & Performing Arts									$19,500 2	$12,000 1								
Humanities-Other						$25,000 1						$25,200 1						
Criminal Justice																		
History																		
Political Science / Government					$32,500 2													$18,240 1
Psychology					$25,000 1					$13,020 3		$14,000 1	$15,600 1					$18,305 7
Sociology																		
Social Sciences-Other																		$14,700 1
Aerospace & Aeronautical Engineering	$30,630 15	$30,448 2	$31,337 11	$31,350 2	$30,305 20 $32,700 $25,608	$30,690 32 $32,900 $28,800		$31,216 13	$30,860 76 $34,192 $26,252									
Agricultural Engineering					$34,972 6			$32,138 6	$30,685 14									
Architectural Engineering						$27,000 1		$28,675 4	$26,000 1									
Bioengineering & Biomedical Engineering	$34,500 2			$32,470 1	$31,500 2		$33,000 1	$35,400 1	$26,548 19									
Chemical Engineering	$36,000 1	$32,800 3	$35,411 9	$30,800 2	$35,546 119 $37,380 $33,300	$33,063 11	$35,351 1198 $37,200 $33,300	$34,131 114 $37,000 $28,700	$34,713 146 $37,200 $31,500					$20,150 1				
Civil Engineering	$34,400 1	$31,515 10	$28,000 2		$29,334 8	$25,638 12	$27,917 6	$28,890 107 $33,000 $24,300	$28,444 215 $33,000 $24,348									
Computer Engineering	$30,790 46 $34,700 $26,800	$32,390 2	$32,020 63 $34,400 $28,800	$37,253 35 $35,000 $30,000	$31,503 14	$29,300 5		$28,464 5	$30,978 38 $33,500 $26,252									

Curriculum - Continued	ENGINEERING									HEALTH CARE									
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Electrical Engineering	$31,664 151 $34,500 $29,800	$31,857 264 $34,000 $29,970	$31,794 136 $36,000 $26,250	$32,698 194 $34,750 $30,144	$31,807 185 $35,500 $26,252	$31,003 79 $33,600 $27,000	$32,646 40 $36,000 $30,000	$31,590 237 $35,004 $26,252	$31,568 580 $34,500 $26,500			$31,002 2				$20,000 1		
Environmental Engineering								$31,200 1										
Industrial Engineering	$31,768 24 $33,576 $28,800	$29,636 11	$34,000 3	$32,083 6	$32,380 17	$32,144 9	$26,596 11	$31,040 22 $33,600 $29,500	$30,419 153 $33,650 $26,256									$36,000 1
Mechanical Engineering	$30,872 41 $33,600 $28,500	$31,791 78 $34,200 $29,200	$30,786 7	$32,104 36 $34,000 $30,000	$31,711 166 $35,900 $26,312	$30,655 59 $34,000 $26,252	$34,024 87 $37,000 $30,120	$32,981 436 $36,000 $30,000	$32,097 614 $35,220 $28,320			$33,000 1						
Metallurgical Engineering		$27,000 1		$33,000 2	$32,834 14	$33,075 4	$31,816 11	$33,123 44 $34,400 $32,000	$31,546 24 $34,440 $28,320									
Mining Engineering					$32,500 1			$29,389 21 $33,000 $25,980	$30,162 9									
Nuclear Engineering		$32,878 6		$35,000 1	$30,775 4	$24,000 1	$32,400 1	$30,457 3	$31,876 13									$20,000 1
Petroleum Engineering					$37,002 2	$28,350 4	$35,523 13	$35,967 51 $38,000 $32,400	$35,547 47 $39,600 $27,720									
Textile Engineering								$34,008 1	$33,500 2									
Engineering Technology	$30,825 4	$30,662 12	$29,194 5	$28,425 4	$29,768 5	$28,662 17	$29,600 2	$29,691 38 $34,200 $25,000	$28,692 56 $34,000 $23,500									
Industrial Technology	$22,500 1	$30,000 1							$26,333 3									
Agribusiness																		$18,000 1
Animal Sciences												$14,004 1						$17,356 3
Plant Sciences					$23,800 1													$17,000 1
Natural Resources																		
Other Agricultural Sciences																		
Computer Science	$30,744 50 $34,528 $27,000		$31,473 86 $34,500 $28,100	$32,806 7	$29,600 5	$27,760 2		$30,780 5	$30,647 43 $33,500 $27,000	$27,500 1		$18,000 1					$25,111 7	$27,500 2
Computer Programming	$26,500 5		$31,154 9		$31,000 1													
Information Sciences & Systems	$26,400 1		$30,000 2	$32,333 3	$35,500 1				$30,000 1								$29,850 1	
Systems Analysis	$33,900 1	$30,500 1																

Continued

	ENGINEERING								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering
Allied Health							$33,960 1		
Health Sciences									
Nursing									
Pharmacy									
Actuarial									
Architectural & Environmental Design					$29,400 3			$28,958 10	$27,476 15
Biological							$42,000 1		
Chemistry					$29,370 24 $32,000 $25,200	$24,678 5	$28,812 15	$29,900 1	$42,000 1
Geological					$15,000 1			$29,400 2	$29,568 2
Mathematics (incl. Statistics)	$30,406 6		$31,758 5			$26,500 1		$28,100 2	$28,159 8
Physics	$26,675 4		$32,652 7	$33,000 1	$33,120 3		$33,000 1	$27,500 2	$31,035 14
Other Physical & Earth Sciences									
Polymer Science					$31,140 2				$32,668 3
Textile Science								$31,500 1	

	HEALTH CARE								
	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Allied Health	$18,133 3		$24,160 11		$26,523 12		$30,745 38 $37,000 $28,000		$22,397 14
Health Sciences	$21,833 3		$25,560 5	$22,000 1	$27,305 4		$15,000 1		$16,714 7
Nursing	$29,093 3			$28,097 115 $32,000 $21,840					$37,704 1
Pharmacy						$39,088 25 $47,000 $33,500			
Actuarial									
Architectural & Environmental Design									
Biological	$40,000 1		$15,219 2						$72,698 5
Chemistry									$21,300 2
Geological									
Mathematics (incl. Statistics)					$26,000 1				
Physics									
Other Physical & Earth Sciences									$30,000 1
Polymer Science									
Textile Science									

BACHELOR'S SUMMARY

	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering
Nontechnical Curricula	$28,668 19		$27,667 6		$27,633 6	$28,000 1	$21,500 7	$32,467 3	$25,026 20 $31,500 $19,224
Technical Curricula	$31,217 353 $34,500 $27,000	$31,734 391 $34,000 $29,000	$31,756 340 $35,120 $27,000	$32,491 294 $35,000 $30,000	$32,365 572 $36,516 $28,255	$30,316 242 $34,000 $25,343	$35,005 1368 $37,200 $32,400	$32,199 1127 $36,000 $27,300	$31,407 2097 $35,400 $26,752

	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Nontechnical Curricula	$21,347 20 $28,000 $13,000	$16,000 1	$17,733 3	$25,650 4	$20,000 1	$30,200 1	$15,000 2		$18,504 17
Technical Curricula	$24,871 11		$23,957 23 $28,500 $18,000	$28,045 116 $32,000 $21,840	$26,313 10	$39,088 25 $47,000 $33,500	$30,083 40 $32,000 $27,500	$25,718 8	$21,857 39 $30,000 $15,000

FUNCTIONAL AREA CATEGORIES - Continued . . .

Bachelor's Degree Curricula	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration-Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Accounting					$27,532 9	$19,429 3	$26,999 3				$27,769 35 $30,000 $26,000	$20,000 1	$23,258 29 $27,500 $18,000					
Business Administration - incl. Management Science	$19,902 3		$22,833 3		$26,498 26 $32,200 $21,000	$27,165 17	$26,307 10	$25,833 3			$27,560 73 $32,000 $25,000	$23,499 38 $30,000 $17,000	$21,435 410 $27,000 $16,700	$28,500 1		$18,000 1		$17,826 7
Distribution Management					$26,000 1						$27,500 1		$23,984 19				$18,000 1	
Economics & Finance (incl. Banking)	$21,550 2				$25,852 24 $28,200 $20,800	$26,870 29 $30,000 $24,000	$26,957 14	$28,170 5	$15,000 1		$28,392 147 $32,000 $25,000	$24,001 6	$23,002 280 $30,000 $18,200		$22,000 1	$25,333 3		$19,650 6
Hotel / Restaurant Management												$20,667 3	$20,895 113 $23,000 $18,000					
Human Resources (incl. Labor Relations)	$17,525 2	$16,450 1										$24,230 37 $30,700 $18,000	$21,353 21 $25,000 $18,000					
Management Information Systems					$27,398 97 $31,000 $24,000	$26,925 183 $30,360 $23,000	$28,012 91 $30,600 $24,996				$29,364 36 $32,200 $27,000	$33,996 2	$25,992 8					
Marketing / Marketing Management (incl. Research)	$15,738 1				$24,150 4	$26,117 12	$26,100 2				$25,950 18	$25,375 4	$21,451 306 $26,000 $18,000		$20,000 1			
Real Estate											$25,400 5		$16,000 2			$18,000 1		
Advertising											$32,500 1		$21,667 6					
Communications	$20,169 2	$22,000 1					$29,600 1				$23,640 5	$17,667 3	$19,946 96 $24,150 $15,000				$21,000 1	$19,700 2
Journalism									$13,000 1			$27,000 1	$17,731 13			$16,000 1		$11,000 2
Telecommunications / Broadcasting									$13,000 1		$24,000 1	$15,600 1	$19,160 5					
Elementary Education	$21,000 1	$19,040 1									$18,400 1	$18,600 2	$18,000 1					$19,094 384 $23,760 $13,000
Pre-Elementary Education				$15,024 2														$17,286 25 $22,347 $10,400
Physical Education		$18,000 1							$13,500 2				$19,500 2					$20,063 26 $23,000 $16,350
Special Education		$17,000 1																$19,736 83 $23,000 $17,000

Curriculum - Continued	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Acutarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Human Ecology				$14,899 3														$18,000 1
Textiles & Clothing					$20,000 1								$20,392 31 $26,000 $16,000					$19,900 1
Merchandising Management													$18,718 33 $21,599 $15,000					$17,004 1
Foreign Languages				$15,225 1									$22,072 8			$26,000 2		$20,575 4
Letters	$16,853 8	$15,980 2	$13,800 4		$26,000 1		$31,000 1				$26,500 7	$16,752 2	$21,904 23 $24,000 $19,000		$21,800 3	$22,000 1		$19,177 26 $24,000 $10,000
Visual & Performing Arts				$17,800 1								$19,296 2	$19,498 4		$19,000 1			$18,955 30 $25,000 $14,004
Humanities-Other	$21,296 3			$19,400 1	$37,750 4		$38,000 1				$32,200 1	$29,000 2	$19,096 21 $21,000 $17,000		$19,000 1	$17,000 1		$18,825 4
Criminal Justice	$12,000 1	$30,000 1		$12,000 1									$19,081 6		$18,360 4			$22,500 1
History				$19,727 2		$28,200 1				$20,000 1	$29,750 2	$16,500 2	$20,680 11		$13,440 1	$19,240 2		$19,927 3
Political Science / Government	$17,350 2	$19,587 1	$14,967 3		$20,150 2	$28,550 2					$30,214 7	$28,000 1	$20,355 24 $25,000 $15,000		$20,364 11	$12,000 1		$18,944 1
Psychology	$21,133 3	$15,863 26 $20,000 $11,200		$17,587 11		$24,200 1					$30,500 3	$24,625 8	$21,722 42 $25,500 $18,500			$14,560 1		$16,660 4
Sociology	$12,700 1	$16,528 8		$21,366 8								$17,004 1	$21,504 13					
Social Sciences-Other	$16,950 4	$15,022 7	$12,000 5	$16,373 11		$23,004 1					$29,250 8	$21,765 5	$25,480 10		$20,845 7	$17,700 1		$19,477 3
Aerospace & Aeronautical Engineering							$28,846 7				$31,200 5						$26,252 2	
Agricultural Engineering									$25,666 2				$21,250 2					
Architectural Engineering																		
Bioengineering & Biomedical Engineering											$31,901 5							
Chemical Engineering							$35,350 8				$29,743 6		$33,270 6				$35,416 2	
Civil Engineering							$28,033 6			$26,200 4	$27,407 43 $29,500 $26,000		$29,414 7				$31,000 1	
Computer Engineering					$30,926 67 $34,000 $26,000	$34,604 6	$31,840 15				$30,073 11		$26,252 1					$24,000 1

Curriculum - Continued	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Electrical Engineering					$31,556 15	$30,666 13	$31,278 17				$30,723 66 $34,500 $27,500		$31,888 31 $33,700 $30,500				$36,000 1	
Environmental Engineering																		
Industrial Engineering		$27,600 1			$24,000 2	$31,364 14	$31,744 9		$30,000 1		$29,834 84 $32,000 $26,000		$30,378 25 $33,000 $27,600				$26,234 1	
Mechanical Engineering					$31,947 3	$29,700 5	$30,996 29 $33,000 $27,000				$30,025 47 $33,996 $26,500		$32,247 36 $34,500 $30,000				$32,153 3	
Metallurgical Engineering											$29,000 2		$33,420 1					
Mining Engineering																		
Nuclear Engineering																		
Petroleum Engineering																		
Textile Engineering																		
Engineering Technology					$27,833 3	$30,571 6	$29,200 3				$28,850 2		$27,200 9				$24,000 1	
Industrial Technology													$13,000 1					
Agribusiness							$25,200 1		$20,660 34 $25,000 $16,500		$26,496 1		$20,416 26 $24,000 $18,000					
Animal Sciences									$18,795 28 $22,500 $16,000		$20,000 1		$26,150 3					
Plant Sciences					$21,000 1				$20,489 14		$22,000 1		$21,164 3			$19,002 2		
Natural Resources									$17,870 12		$20,000 1		$21,000 2					
Other Agricultural Sciences									$23,338 24 $27,000 $19,000				$24,601 16			$20,496 2		$24,500 2
Computer Science	$33,000 1	$36,000 1			$28,984 430 $33,000 $23,000	$29,513 86 $33,840 $25,000	$30,375 193 $34,000 $26,000				$30,231 58 $32,500 $27,500	$29,904 1	$26,915 5	$22,265 1			$31,500 1	$18,998 2
Computer Programming					$27,805 38 $32,000 $23,500	$29,158 5	$30,000 1				$29,500 5		$27,836 1					
Information Sciences & Systems					$28,215 181 $32,146 $24,000	$28,465 74 $33,700 $24,000	$28,613 41 $32,800 $27,000				$29,147 31 $32,200 $27,000		$25,450 3					
Systems Analysis						$28,000 1	$30,829 7				$33,000 2							

	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
Curriculum - Continued	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Allied Health	$15,660 1					$31,860 1					$19,700 2		$22,000 1					
Health Sciences		$13,000 1	$20,000 1	$16,800 1														$10,000 1
Nursing																		
Pharmacy																	$32,273 12	
Actuarial								$30,954 44 $34,000 $28,500	$16,718 5		$35,000 1		$18,513 4			$16,390 2		$23,496 1
Architectural & Environmental Design										$20,512 18	$23,000 3		$27,504 1			$24,498 2		
Biological	$12,000 1	$11,440 1			$20,000 1	$27,000 1			$15,000 2		$25,000 3		$18,911 8			$19,663 3	$16,457 7	$19,521 10
Chemistry											$27,500 2	$27,000 1	$21,500 2				$28,782 17	$20,000 1
Geological		$12,480 1							$25,000 1		$22,000 3					$26,187 4		$18,750 2
Mathematics (incl. Statistics)		$21,000 1			$26,796 30 $33,000 $20,000	$29,328 11	$28,058 26 $32,000 $23,000	$29,679 43 $33,300 $26,000	$19,000 1		$28,558 17		$22,888 12	$24,376 27 $29,500 $19,493		$23,000 1		$20,452 21 $24,610 $18,000
Physics					$25,500 2		$32,500 2				$28,500 4		$27,500 2				$24,800 3	
Other Physical & Earth Sciences	$16,305 1								$18,000 1		$16,000 1		$22,500 1					
Polymer Science													$33,120 1					
Textile Science													$26,077 19					

BACHELOR'S SUMMARY

	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Nontechnical Curricula	$18,310 33 $23,000 $13,000	$16,477 50 $21,000 $11,400	$15,507 15	$17,837 41 $21,000 $12,500	$27,167 168 $31,000 $21,500	$26,797 249 $30,000 $22,992	$27,816 123 $30,650 $24,000	$27,294 8	$13,600 5	$20,000 1	$26,058 351 $32,200 $25,000	$23,416 121 $30,000 $17,000	$21,518 1506 $27,000 $17,000	$28,500 1	$19,773 30 $22,200 $14,000	$20,116 15	$19,500 2	$19,111 584 $23,966 $13,400
Technical Curricula	$19,248 4	$20,253 8	$20,000 1	$16,800 1	$28,861 774 $33,000 $24,000	$29,498 224 $34,280 $25,000	$30,234 386 $34,000 $26,000	$30,324 87 $34,000 $26,400	$20,443 125 $25,000 $15,000	$21,548 22 $26,000 $17,000	$29,400 407 $33,000 $26,000	$20,452 2	$27,236 229 $33,600 $19,500	$24,381 28 $29,500 $19,493		$21,720 16	$28,131 51 $33,660 $18,000	$20,163 41 $24,750 $16,800

AVERAGE YEARLY SALARY OFFERS
Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	July 1990	July 1990	September 1989		90th	50th	10th
BUSINESS							
Accounting	**282**	**$29,695**	$28,849	2.9%	$34,500	$30,000	$24,000
MBA-Nontechnical undergraduate							
1 year or less	**570**	**36,242**	33,873	7.0	46,200	35,000	26,600
1 to 2 years	**316**	**44,262**	41,283	7.2	55,000	43,900	31,500
2 to 4 years	**389**	**46,565**	42,952	8.4	60,000	46,000	34,000
Over 4 years	**275**	**46,451**	44,529	4.3	60,000	45,000	31,500
MBA-Technical undergraduate degree							
1 year or less	**125**	**38,281**	37,102	3.2	45,000	36,000	31,000
1 to 2 years	**96**	**48,339**	44,282	9.2	55,000	50,000	37,800
2 to 4 years	**188**	**51,381**	46,921	9.5	64,000	50,000	40,000
Over 4 years	**122**	**53,407**	49,296	8.3	70,000	52,000	41,000
MS-Business	**55**	**34,706**	33,244	4.4	42,500	35,000	25,000
Public Administration	**+**	**+**	N/A	N/A			
Economics & Finance	**215**	**37,430**	34,050	9.9	48,000	37,700	26,000
Labor/Industrial Relations (incl. Human Resources)	**57**	**31,708**	31,947	-0.7	38,400	30,000	26,000
Management Information Systems	**46**	**34,003**	32,067	6.0	39,000	34,148	28,992
Marketing/Marketing Management (incl. Marketing Research)	**79**	**35,903**	34,105	5.3	44,500	36,036	27,300
COMMUNICATIONS							
Advertising	**+**	**+**	+				
Communications	**8**	**25,555**	23,520	*	*	*	*
Journalism	**2**	**24,500**	23,240	*	*	*	*
EDUCATION							
Education Administration	**14**	**26,509**	23,971	*	*	*	*
Elementary Education	**24**	**22,337**	22,037	1.4	26,500	23,064	18,000
Physical Education	**6**	**30,765**	12,000	*	*	*	*
Reading Education	**1**	**22,000**	16,380	*	*	*	*
Special Education	**27**	**22,300**	21,810	2.2	25,000	22,020	19,000
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	**2**	**24,350**	18,054	*	*	*	*
Letters (incl. Eng, Lit, etc)	**4**	**19,250**	24,334	*	*	*	*
Visual & Performing Arts	**7**	**24,712**	19,945	*	*	*	*
Humanities-Other	**2**	**21,500**	32,000	*	*	*	*
History	**1**	**20,000**	19,185	*	*	*	*
Political Science/Government	**+**	**+**	29,409				
Psychology	**30**	**24,800**	24,390	1.7	33,192	23,250	19,000
Sociology	**3**	**20,500**	24,272	*	*	*	*
Social Sciences	**9**	**24,313**	26,030	*	*	*	*
ENGINEERING							
Aerospace & Aeronautical	**58**	**35,343**	34,381	2.8	37,960	35,204	32,500
Agricultural	**6**	**36,450**	32,400	*	*	*	*
Bioengineering & Biomedical	**4**	**36,500**	34,930	*	*	*	*
Chemical	**133**	**38,055**	35,952	5.8	39,800	38,500	35,280
Civil	**192**	**32,260**	30,833	4.6	37,200	32,000	28,000
Computer	**31**	**34,395**	36,760	-6.4	38,500	34,060	31,480
Electrical	**291**	**37,376**	36,215	3.2	42,000	37,740	32,000
Industrial	**70**	**35,928**	34,295	4.8	39,900	36,000	31,200
Mechanical	**248**	**36,964**	35,131	5.2	40,000	37,000	33,500
Metallurgical	**29**	**36,766**	35,039	4.9	40,800	36,600	33,000
Mining	**5**	**37,476**	31,920	*	*	*	*
Nuclear	**18**	**36,635**	34,888	*	*	*	*
Petroleum	**26**	**38,067**	38,231	-0.4	42,000	38,100	35,000

N/A - No historic data available
* Not computed for fewer than 20 offers

Continued . .

AVERAGE YEARLY SALARY OFFERS

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers July 1990	Average $ Offer July 1990	Average $ Offer September 1989	Percent Change in $ Offers from September 1989	Percentiles 90th	Percentiles 50th	Percentiles 10th
Continued . .							
HEALTH SCIENCES							
Allied Health	11	**$26,823**	$27,753	*	*	*	*
Health Sciences	9	**20,402**	22,572	*	*	*	*
Nursing	2	**34,900**	26,780	*	*	*	*
SCIENCES							
Agricultural & Natural Resources	11	**23,855**	23,835	*	*	*	*
Architectural & Environment Design	8	**28,037**	27,327	*	*	*	*
Biological	8	**30,353**	25,063	*	*	*	*
Chemistry	21	**31,907**	31,382	1.7 %	$34,000	$32,400	$30,000
Computer Science	167	**36,656**	35,690	2.7	42,000	36,900	30,000
Geological Sciences	53	**33,560**	31,148	7.7	39,000	35,400	25,000
Mathematics	32	**30,345**	30,932	-1.9	37,000	31,000	23,846
Physics	11	**30,560**	30,686	*	*	*	*
Polymer	9	**37,098**	34,137	*	*	*	*
	4,408						

Doctoral Candidates

Graduate Program	Number of Offers July 1990	Average $ Offer July 1990	Average $ Offer September 1989	Percent Change in $ Offers from September 1989	Percentiles 90th	Percentiles 50th	Percentiles 10th
BUSINESS							
Business Administration & Management	1	**$38,000**	$47,333	*	*	*	*
Computer & Information Sciences	8	**53,050**	49,743	*	*	*	*
Economics & Finance	3	**44,000**	38,060	*	*	*	*
EDUCATION							
Education Administration	20	**43,487**	44,168	-1.5%	$54,000	$44,998	$30,000
HUMANITIES & SOCIAL SCIENCES							
English	6	**30,340**	24,125	*	*	*	*
Foreign Languages	+	**+**	25,250				
Humanities	1	**24,000**	N/A	N/A	*	*	*
Psychology	6	**32,167**	32,965	*	*	*	*
Sociology	2	**32,502**	27,000	*	*	*	*
Social Sciences	5	**30,600**	N/A	N/A	*	*	*
ENGINEERING							
Aerospace	4	**45,398**	49,493	*	*	*	*
Chemical	132	**50,570**	47,717	6.0	53,700	51,000	47,000
Civil	9	**43,632**	39,438	*	*	*	*
Computer	4	**45,000**	52,433	*	*	*	*
Electrical	33	**52,887**	50,482	4.8	60,000	55,900	39,996
Industrial	2	**51,500**	N/A	N/A	*	*	*
Mechanical	25	**48,708**	46,771	4.1	54,000	49,992	39,000
Metallurgical	18	**47,583**	48,464	*	*	*	*
SCIENCES							
Agricultural & Natural Resources	14	**37,971**	43,278	*	*	*	*
Biological	+	**+**	50,000				
Chemistry	105	**45,393**	43,147	5.2	50,000	46,500	41,400
Geology & Geological Sciences	11	**37,145**	33,431	*	*	*	*
Mathematics	6	**37,833**	45,438	*	*	*	*
Physics	11	**41,361**	42,263	*	*	*	*
Polymer	7	**46,857**	44,626	*	*	*	*
	433						

N/A - No historic data available

* Not computed for fewer than 20 offers

1989-90 CPC SALARY SURVEY PARTICIPANTS

ECPO

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
University of Bridgeport
Brown University
Buffalo State College
Clarkson University
Columbia University
University of Connecticut
Cornell University
CUNY-Bernard M. Baruch
CUNY-Baruch College-Business & Public Administration
CUNY-City College
CUNY-Hunter College
Dartmouth College
Fordham University - Lincoln Center
Fordham University
Franklin Pierce College
Husson College
The King's College
LeMoyne College
Long Island University
University of Maine - Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
University of Massachusetts-Amherst
Mount Holyoke College
New Hampshire College
New School for Social Research-Graduate School
Northeastern University
Pace University - New York City
Pace University - Westchester
Polytechnic University
Pratt Institute
Regis College
Rensselaer Polytechnic University
University of Rhode Island
Roberts Wesleyan College
University of Rochester
University of Rochester - W.E. Simon Graduate School of Business
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
St. Joseph's University
Siena College
SUNY-Buffalo
SUNY-Cortland
SUNY-Geneseo
SUNY-Plattsburgh
SUNY-Purchase
Syracuse University
Union College
Vassar College
Wells College
Westminster College
Williams College
Worcester Polytechnic Institute

MAPA

American University
Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California University of Pennsylvania
Capitol College
Carnegie-Mellon University
Catholic University of America
Cedar Crest College
Centenary College
Delaware State College
University of Delaware
University of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson - Rutherford
Fairleigh Dickinson - Teaneck
Gannon University
Georgetown University
George Washington University
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Mansfield University
University of Maryland - Baltimore County
University of Maryland - College Park
Marymount University-Graduate School
Neumann College
New Jersey Institute of Technology
Penn State University
Penn State - Behrend College
Penn State - Capitol Campus
University of Pennsylvania
University of Pittsburgh
Princeton University
Ramapo College of NJ
Rutgers University - Camden - Arts & Science
Rutgers University - Newark
Rutgers University - New Brunswick
University of Scranton
Seton Hall University
Spring Garden College
Susquehanna University
Swarthmore College
Temple University
Trenton State College
Villinova University
Virginia State University
Virginia Wesleyan University
Washington & Lee University
West Virginia Institute of Technology
West Virginia University
Widener University

MCPA

Adrian College
University of Akron
Anderson University
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve University
Cedarville College
Central Missouri State University
University of Chicago
University of Chicago - Graduate School of Business
University of Cincinnati
Cleveland State University
Coe College
Concordia College
Davenport College - Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Doane College
Dordt College
Eastern Michigan University
Emporia State University
Eureka College
Ferris State University
Franciscan University - Stuebenville
Grace College
Grand View College
Hanover College
IIT
University of Illinois - Chicago
University of Illinois - Chemistry & Chemical Engineering
University of Illinois - Commerce & Business
University of Illinois - Engrg.
Indiana University
Indiana University - Northwest
Indiana University / Purdue University - Indianapolis
Iowa State University - Agri.
Iowa State University - Business, Science & Humanities
Iowa State University - Design
Iowa State University - Engrg.
Iowa State University - Family & Consumer Science
Iowa State University-Veterinary Medicine
University of Iowa
University of Iowa - Engrg.
John Carroll University
Judson College
Kalamazoo College
University of Kansas - Arts
University of Kansas - Business
University of Kansas - Engrg.
Kenyon College
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor - Engineering
University of Michigan-Dearborn
University of Minnesota-Agriculture
University of Minnesota-Carlson School of Management
Minot State University
University of Missouri - Columbia - Engineering
University of Missouri - Rolla
University of Missouri-St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
North Central College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern University-Kellogg Graduate School of Business
Northwest Missouri State University
Ohio Northern University
Ohio State University - Agriculture
Ohio State University - Arts & Science
Ohio State University - Business
Ohio State University - Engrg.
Ohio University
Ohio Wesleyan University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State University
Southern Illinois University - Carbondale
Southern Illinois University - Edwardsville
Southwest Missouri State University
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
University of Toledo
Tri-State University
Viterbo College
Washington University-School of Business
Wayne State University
Westmar College
University of Wisconsin - Eau Claire
University of Wisconsin - Green Bay
University of Wisconsin - Madison - Arts
University of Wisconsin - Madison - Business
University of Wisconsin - Madison - Engineering
University of Wisconsin - Platteville
University of Wisconsin - River Falls
College of Wooster
Wright State University
Youngstown State University

RMCPA

American Grad School of International Management - Thunderbird
University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Montana State University
University of Montana
University of Nebraska - Lincoln
University of Nebraska - Omaha
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
Peru State College
Sioux Falls College
South Dakota School of Mines
University of South Dakota - Business
Utah State University
University of Utah
Washburn University
University of Wyoming

SCPA

Alabama A&M University
University of Alabama
University of Alabama - Engrg
University of Alabama - Birmingham
Auburn University
Augusta College
Bellarmine College
Berry College
Catawba College
University of Central Florida
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke University - Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State University
Elon College
Emory University - Business
Florida Atlantic University
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia Institute of Technology
Georgia Southern College
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
Mars Hill College
Mary Washington College
Memphis State University
Middle Tennessee State University
Millsaps College
Mississippi State University
University of Mississippi
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central University
North Carolina State University - Textiles
University of North Carolina - Asheville
University of North Carolina - Chapel Hill
University of North Carolina - Greensboro
Northeast Louisiana University
Northern Kentucky University
University of North Florida
Oglethorpe University
Old Dominion University
Presbyterian College
Queens College
Randolph-Macon Woman's College
Rollins College
University of South Alabama
University of South Carolina
University of South Carolina - Aiken
Uninversity of South Carolina - Coastal
Southern College of Technology
University of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
University of Tennessee - Chattanooga
University of Tennessee - Knoxville
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt University - Owen Grad. School of Management
Virginia Tech & State University
University of Virginia
Wake Forest University
Wake Forest University-Babcock Grad. School of Management
Western Carolina University
Western Kentucky University
West Georgia College
College of William & Mary
Winthrop College
Wofford College
Xavier University of Louisiana

SWPA

Arkansas College
Baylor University
Corpus Christi State University
Hendrix College
University of Houston
University of Houston - Clear Lake
Kansas Wesleyan
Lamar University
Langston University
Louisiana Tech University
University of North Texas
Northwestern Oklahoma State University
Oklahoma State University
Oklahoma State Unviersity - Engineering
University of Oklahoma
Pan American University
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
University of Texas - Austin - Engineering
University of Texas - El Paso
University of Texas - Tyler

WCPA

Arizona State University
California Inst. of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University-Fresno
California State University-Hayward
California State University-Long Beach
California State University-Los Angeles
California State University-Sacramento
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
University of Nevada - Reno
Oregon State University
University of Oregon
Portland State University
University of Redlands
Saint Mary's College
San Diego State University
University of San Francisco
San Francisco State University
San Jose State University
Santa Clara University
University of Southern California
University of Southern California-Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College

A3940-2U 9/90

A study of 1989-1990 beginning offers

CPC $alary $urvey

September 1990

College Placement Council, Inc. • 62 Highland Avenue • Bethlehem, PA 18017

The job market for this year's college graduates was a mixed bag of opportunity. The results reported in this year-end September 1990 ***Salary Survey*** show that while graduates in many technical fields were avidly recruited with starting salary offers considerably higher than last year's, those in other fields faced a tight job market, receiving offers only slightly higher—and sometimes even lower—than a year ago.

The supply/demand crunch for petroleum and chemical engineers is still with us, bringing increasingly higher starting salary offers to these graduates. Offers to petroleum engineers rose by 7.4 percent since last September to an average of $35,202 a year. Chemical engineers fared almost as well, with offers up 6.6 percent to average out at $35,112.

Starting salary offers to mechanical and electrical engineers also rose, but not as much. Those to mechanical engineers went up 5.2 percent to an average of $32,064. Offers to electrical engineers climbed almost as high, rising 3.9 percent over the year to a reported average of $31,778. Another field that's seen a value increase in starting salary offers is civil engineering; expanding activity on the environmental front has boosted the average offer to these engineers to $28,136, 4 percent above last September's figure.

In the up-and-down aerospace industry, some employers have offset cutbacks in defense contracts by diversifying their operations, allowing them to retain most of their engineers. Given this scenario, it is somewhat surprising that starting salary offers to aerospace engineers actually grew 3.7 percent in value, averaging $30,509, or $1,076 more than a year ago.

The computer industry has experienced cutbacks in hardware manufacturing, but the other side of the coin shows a growth in software activities that carried the day: the average starting salary offer to computer science graduates increased 4 percent to $29,804. Jumping even higher—by 8.3 percent—was the increase of the average offer to information sciences graduates, although the money was less, ending up at $28,631.

The need for health-care professionals continues to grow. The shortage of nursing graduates has driven their starting salary offers up 13.5 percent to an average of $28,270. Similarly, the heavy demand for allied health graduates has pushed the average offer to this group up to $27,436, a 12.4 percent increase. Although comparative figures are not yet available (the following categories are new to the survey as of September 1, 1989), the survey reports that starting salary offers to physical therapists and medical technologists averaged $29,309 and $23,950, respectively.

Areas where the job market was tighter for this year's graduates—because of cutbacks by financial employers—include economics and finance. This field brought only 1.9 percent higher starting salary offers for an average of $25,184. Human resources graduates found salary offers averaged only 1.1 percent higher than they did last year, finishing at $23,101. Moving into one of the few fields suffering a decrease in salary-offer values were journalism graduates. Compared with last year's figure, their field's average went down 3 percent, to $19,488.

At the master's-degree level, M.B.A. graduates fared well despite reports of decreased hiring. M.B.A.s with nontechnical undergraduate degrees and no previous work experience received starting salary offers averaging 6.8 percent higher than a year ago, or $36,175. The most offers to this group were made by commercial banking employers, which offered an average of $38,626. However, M.B.A. graduates with technical backgrounds received offers reflecting only a slight increase over the year of 1.7 percent, their average rising to $37,737. Consulting firms made the most offers to this group, offering an average of $36,555.

The September 1990 ***CPC Salary Survey*** contains information received during the period of September 1, 1989, to August 9, 1990. Its data are compiled from offers extended to students graduating between September 1, 1989, and August 31, 1990. Participating in the ***Salary Survey*** are 428 career services offices at colleges and universities across the United States. The report is available to CPC members and ***Salary Survey*** subscribers, who may order additional copies at $4 each. Also available to this constituency are reports on starting salary offers within each of the geographic regions that coincide with the seven regional placement associations: ECPO, MAPA, MCPA, RMCPA, SCPA, SWPA, and WCPA. The September 1990 regional reports are $25 each.

Dawn Oberman
Statistical Services Specialist

SCOPE AND NATURE OF THE SURVEY

An understanding of the scope, nature, and coverage of the ***CPC Salary Survey*** is essential to the proper interpretation and use of the statistics.

The study compiles reports from 428 career planning and placement offices of colleges and universities across the United States. Typically, 98 percent of these offices submit reports for each issue. The reports consist of starting salary offers made to new graduates by employing organizations in business, industry, government, and by non-profit and educational institutions. The figures reported are for base salaries only, and do not include bonuses, fringe benefits, or overtime rates. The data cover a broad range of functional positions. Confidentiality is maintained for the individual, the college, and the employer.

Reports are issued each January, March, July, and September. The number of offers reported in each report is cumulative from the previous September.

The ***Survey*** reports offers, not acceptances. It does not distinguish between single and multiple offers to individual students, and consequently, offers in the study cannot be equated with actual hires. Also, inasmuch as the ratio of offers to hires is partially a function of the economic climate, year-to-year ratio comparisons based on ***Survey*** data would be invalid. In those categories where offers are relatively few, the data should be regarded only as indicative.

The ***Survey*** is available only to members of the College Placement Council and to ***Salary Survey*** subscribers, and is intended for their professional use.

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ISSN 0196-1004

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	September 1990	September 1990	September 1989		90th	50th	10th
BUSINESS							
Accounting	**5,438**	**$26,391**	$25,223	4.6%	$30,000	$27,000	$22,000
Business Administration (incl. Management Science)	**1,874**	**23,529**	22,450	4.8	30,000	23,400	18,000
Distribution Management	**108**	**25,079**	24,211	3.6	31,000	25,800	18,000
Economics & Finance (incl. Banking)	**2,472**	**25,184**	24,710	1.9	31,000	25,200	19,500
Hotel/Restaurant Management	**209**	**20,752**	19,657	5.6	23,000	20,800	18,000
Human Resources (incl. Labor Relations)	**140**	**23,101**	22,842	1.1	29,000	23,000	18,000
Management Information Systems	**599**	**27,428**	26,772	2.4	31,500	27,836	23,000
Marketing/Marketing Management (incl. Research)	**1,979**	**23,543**	22,479	4.7	28,000	24,000	18,000
Real Estate	**29**	**24,509**	23,551	4.1	30,000	25,200	18,000
COMMUNICATIONS							
Advertising	**104**	**20,742**	19,560	6.0	27,000	20,000	15,000
Communications	**366**	**21,002**	20,819	0.9	27,000	20,002	15,000
Journalism	**134**	**19,488**	20,085	-3.0	26,000	19,250	12,000
Telecommunications/Broadcasting	**73**	**20,413**	20,176	1.2	25,000	21,000	13,500
EDUCATION							
Elementary Education	**598**	**18,974**	18,767	1.1	23,760	19,124	13,000
Pre-Elementary Education	**39**	**17,507**	17,016	2.9	22,347	18,450	10,400
Physical Education	**67**	**19,904**	19,583	1.6	25,000	20,000	14,199
Special Education	**123**	**20,433**	19,815	3.1	24,000	20,250	17,200
HOME ECONOMICS							
Human Ecology	**20**	**19,383**	18,931	2.4	23,000	20,250	15,558
Textiles & Clothing	**144**	**20,662**	19,742	4.7	26,000	20,000	17,500
Merchandising Management	**94**	**19,496**	19,539	-0.2	23,000	19,500	15,000
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	**76**	**23,607**	21,129	11.7	31,000	22,896	17,800
Letters	**262**	**21,566**	20,951	2.9	30,000	21,000	15,504
Visual & Performing Arts	**119**	**20,588**	18,838	9.3	26,500	20,000	14,000
Humanities-Other	**165**	**23,213**	22,364	3.8	30,000	22,000	16,000
Criminal Justice	**57**	**20,745**	21,427	-3.2	28,000	20,000	14,200
History	**125**	**22,715**	23,348	-2.7	30,000	22,500	15,000
Political Science/Government	**265**	**23,677**	23,280	1.7	31,000	23,000	17,000
Psychology	**299**	**20,688**	19,400	6.6	28,000	20,000	14,000
Sociology	**82**	**20,134**	18,979	6.1	26,500	19,263	14,560
Social Sciences-Other	**230**	**21,627**	22,232	-2.7	30,000	20,750	14,400
ENGINEERING							
Aerospace & Aeronautical	**346**	**30,509**	29,433	3.7	33,394	31,000	26,252
Agricultural	**59**	**30,127**	26,045	15.7	34,992	30,680	24,500
Architectural	**73**	**28,916**	25,530	13.3	33,000	28,500	25,000
Bioengineering & Biomedical	**52**	**30,052**	28,581	5.1	35,000	29,853	26,252
Chemical	**2,290**	**35,122**	32,949	6.6	37,200	35,400	33,000
Civil	**1,422**	**28,136**	27,046	4.0	33,000	28,000	23,808

N/A - No historic data available

* Not computed for fewer than 20 offers

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Curriculum For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	September 1990	September 1990	September 1989		90th	50th	10th
Continued . . .							
Computer	439	**$31,490**	$30,244	4.1%	$35,000	$32,000	$26,800
Electrical	3,529	**31,778**	30,594	3.9	35,000	32,200	27,000
Environmental	6	**30,019**	N/A	N/A	*	*	*
Industrial	995	**30,525**	29,660	2.9	33,600	31,002	26,004
Mechanical	3,587	**32,064**	30,490	5.2	35,400	32,400	28,080
Metallurgical	205	**32,235**	30,631	5.2	34,800	32,500	29,000
Mining	44	**29,383**	26,790	9.7	33,400	30,000	24,000
Nuclear	55	**31,750**	30,747	3.3	34,200	32,400	27,500
Petroleum	158	**35,202**	32,789	7.4	38,600	36,000	28,200
Textile	10	**33,219**	26,633	*	*	*	*
Engineering Technology	483	**29,318**	28,342	3.4	34,800	30,000	22,992
Industrial Technology	116	**29,235**	26,731	9.4	34,500	30,000	24,493
AGRICULTURE & NATURAL RESOURCES							
Agribusiness	123	**21,834**	22,182	-1.6	28,000	21,000	16,800
Animal Sciences	55	**19,719**	19,328	2.0	25,000	19,000	16,000
Plant Sciences	32	**21,176**	18,354	15.4	24,504	20,502	17,000
Natural Resources	24	**19,058**	21,256	-10.3	23,000	17,900	15,054
Other Agricultural Sciences	56	**24,411**	21,605	13.0	30,000	25,000	18,000
COMPUTER SCIENCES							
Computer Science	1,382	**29,804**	28,659	4.0	34,000	30,000	25,000
Computer Programming	86	**28,223**	28,316	-0.3	32,000	29,450	23,500
Information Sciences & Systems	457	**28,631**	26,428	8.3	33,000	28,450	24,000
Systems Analysis	17	**30,556**	28,833	*	*	*	*
HEALTH SCIENCES							
Allied Health	137	**27,436**	24,416	12.4	32,000	28,200	21,480
Health Sciences[1]	40	**20,827**	21,480	-3.0	27,800	22,000	13,000
Nursing	246	**28,270**	24,915	13.5	33,250	28,500	22,500
Pharmacy[2]	86	**36,728**	36,815	-0.2	45,973	36,000	30,000
SCIENCES							
Actuarial	78	**28,267**	26,778	5.6	33,800	30,000	18,996
Architectural & Environmental Design	106	**25,125**	24,660	1.9	30,000	26,154	18,000
Biological	108	**21,800**	21,495	1.4	29,200	21,000	15,000
Chemistry	152	**27,494**	26,307	4.5	32,400	28,680	20,100
Geological	29	**23,463**	23,674	-0.9	30,000	22,000	17,500
Mathematics (incl. Statistics)	357	**27,032**	26,407	2.4	33,000	28,000	19,655
Physics	56	**29,157**	28,022	4.1	35,000	30,282	21,996
Other Physical and Earth Sciences	16	**21,044**	22,537	*	*	*	*
Polymer Science	8	**32,066**	N/A	N/A	*	*	*
Textile Science	30	**26,979**	N/A	N/A	29,000	27,000	25,000
	33,844						

N/A - No historic data available
* Not computed for fewer than 20 offers
+ No offers reported

[1] Many Health Science categories are now included in Allied Health

[2] Pharmacy is a 5-year degree program

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	September 1990	September 1990	September 1989		90th	50th	10th
FINANCE							
Accounting (Public)	4,114	$26,824	$25,727	4.3%	$30,800	$27,000	$23,000
Accounting (Private)	1,486	25,273	23,517	7.5	29,500	26,000	20,000
Commercial Banking (Consumer)	279	21,915	21,676	1.1	27,000	22,000	17,400
Commercial Banking (Lending)	302	24,171	22,835	5.8	28,000	24,000	19,500
Investment Banking (Corporate Finance)	124	29,065	26,750	8.7	34,788	30,000	23,000
Investment Banking (Mergers & Acquisitions)	19	26,534	29,097	*	*	*	*
Investment Banking (Real Estate)	19	25,358	22,574	*	*	*	*
Investment Banking (Sales & Trading)	36	23,226	24,266	-4.3	30,000	24,250	18,000
Financial/Treasury Analysis	774	26,692	26,367	1.2	32,000	27,000	20,400
Portfolio Management/Brokerage	90	23,430	23,772	-1.4	30,000	23,500	16,500
Insurance (Underwriting)	212	24,012	21,858	9.9	28,000	23,500	20,000
Insurance (Claims)	191	22,456	N/A	N/A	26,000	22,000	18,000
COMMUNICATIONS							
Design/Graphic Arts	39	20,370	20,902	-2.5	30,000	18,996	12,480
Media Planning	31	19,795	20,263	-2.3	25,200	18,000	15,000
Reporting	30	16,517	16,438	0.5	21,000	16,254	12,000
Production	67	25,338	22,982	10.3	34,000	26,000	15,400
Public Relations	114	20,322	20,118	1.0	25,800	19,850	14,400
Writing/Editing	112	19,972	20,239	-1.3	28,000	19,000	13,780
MARKETING							
Advertising	104	21,927	19,358	13.3	27,000	21,996	15,000
Brand/Product Management	276	25,442	23,623	7.7	33,500	25,186	18,000
Buyer/Merchandising	551	23,021	22,010	4.6	27,492	23,000	19,000
Distribution	158	26,152	N/A	N/A	33,000	26,000	18,200
Market Research	135	25,128	25,636	-2.0	31,500	25,500	16,800
Purchasing	69	24,204	N/A	N/A	28,200	25,800	18,000
Sales	2,171	24,719	23,188	6.6	31,500	24,996	18,000
PUBLIC ADMINISTRATION							
Executive, Legislative, & General	62	21,236	19,582	8.4	26,900	20,195	16,000
Finance, Taxation, Monetary Policy	102	23,017	24,253	-5.1	27,500	22,500	19,025
Economic Programs	28	24,373	21,081	15.6	33,000	24,500	19,500
Law Enforcement	67	24,037	22,078	8.9	33,540	23,000	17,000
Military	133	22,375	22,087	1.3	27,000	21,996	16,320
National Security	15	24,459	24,771	*	*	*	*
Urban/Regional Planning	33	23,546	22,819	3.2	27,600	24,996	17,500
ENGINEERING							
Bioengineering	107	33,193	30,924	7.3	36,996	34,992	26,500
Design/Construct	2,007	30,096	28,849	4.3	34,860	30,500	24,752
Environmental/Sanitation	261	29,334	28,271	3.8	34,800	29,500	23,795
Manufacturing/Industrial	2,160	31,948	30,492	4.8	35,400	32,400	28,000
Systems/Programming	460	31,078	30,036	3.5	34,500	31,500	27,000
Power Systems	486	31,720	30,093	5.4	34,020	32,045	28,550
Software Design & Development	503	31,802	30,537	4.1	36,000	32,000	27,000
Hardware Design & Development	417	32,303	30,888	4.6	34,750	32,820	29,500
Research & Development	689	32,283	30,658	5.3	36,700	32,760	26,252
Testing	298	30,205	28,990	4.2	34,200	31,200	25,020
Process Engineering	1,669	35,045	31,902	9.9	37,200	35,412	32,100
Project Engineering	1,383	32,130	N/A	N/A	36,000	32,500	26,580
Other Engineering	2,835	31,333	30,614	2.3	35,400	32,000	26,252
HEALTH CARE							
Administrative	38	22,109	N/A	N/A	30,000	20,000	16,000
Industrial Hygiene	23	28,826	N/A	N/A	33,600	32,000	21,000
Medical Technology	40	23,950	N/A	N/A	29,004	24,090	18,000
Nursing / Personal Care	246	28,200	24,958	13.0	33,250	28,140	22,000

N/A - No historic data available

* Not computed for fewer than 20 offers

Continued . . .

AVERAGE YEARLY SALARY OFFERS

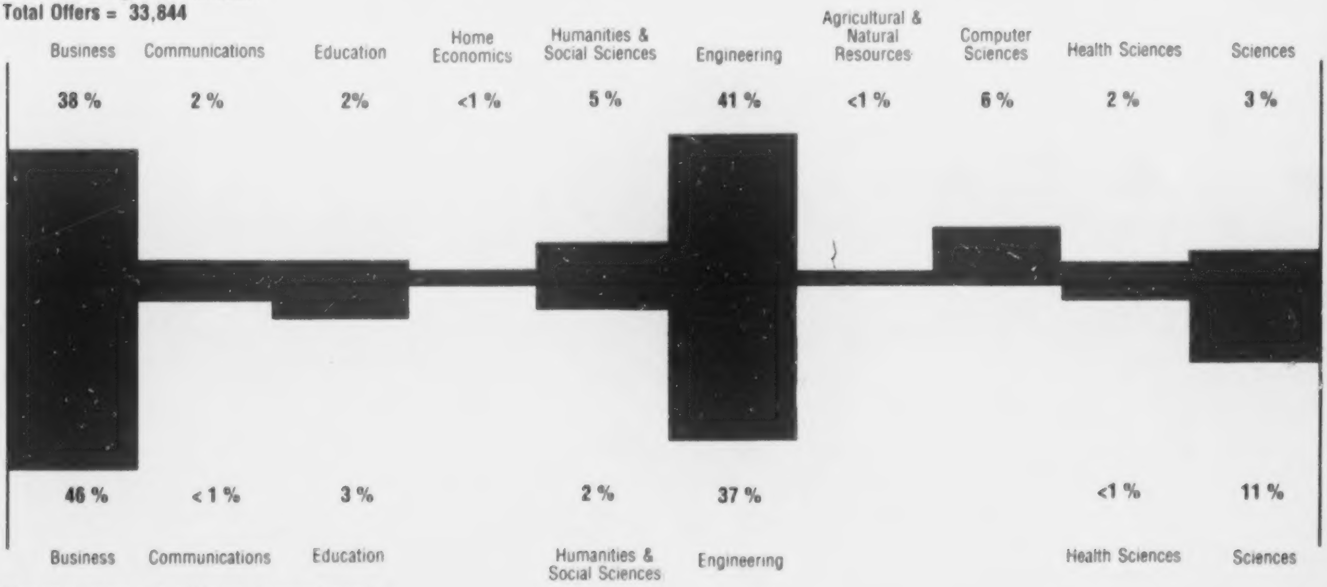
Bachelor's Degree Candidates

(Data Combined for Men and Women)

By Functional Area For All Types of Employers	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	September 1990	September 1990	September 1989		90th	50th	10th
Continued . . .							
Occupational Therapy	28	**$25,644**	N/A	N/A	$30,000	$26,119	$20,150
Pharmacist	68	**37,466**	N/A	N/A	45,973	37,220	29,368
Physical Therapy	60	**29,309**	N/A	N/A	32,000	29,400	27,000
Respiratory Therapy	11	**25,030**	N/A	N/A	*	*	*
Other Health Related	106	**21,842**	N/A	N/A	30,740	20,426	14,700
SOCIAL SERVICES							
Administration	56	**19,827**	$21,054	-5.8%	25,000	18,900	12,700
Counseling	102	**16,658**	17,675	-5.8	22,000	16,000	11,440
Fundraising/Development	35	**16,930**	19,057	-11.2	25,000	14,500	12,000
Social Work	82	**17,313**	16,550	4.6	21,000	17,250	12,500
COMPUTER SCIENCE							
Computer Programming	1,232	**28,589**	27,559	3.7	33,000	28,800	23,500
Information Systems	608	**28,262**	26,766	5.6	33,500	28,200	23,000
Computer Systems Analyst	689	**29,539**	28,321	4.3	33,600	30,000	25,020
OTHER FUNCTIONAL AREAS							
Actuarial	123	**30,222**	28,437	6.3	33,800	30,900	26,000
Agricultural/Natural Resources	162	**20,122**	20,984	-4.1	25,000	20,000	15,000
Architecture	35	**21,993**	22,241	-1.1	28,500	20,000	17,000
Consulting	987	**28,679**	28,373	1.1	32,500	29,000	24,996
Human Resources/Industrial Relations	172	**23,233**	22,937	1.3	30,000	22,992	16,500
Management Trainee	2,459	**22,269**	22,080	0.9	28,800	21,000	17,500
Mathematician/Statistician	49	**25,451**	25,546	-0.4	32,388	25,200	20,000
Paralegal	61	**20,908**	20,958	-0.2	23,000	21,500	17,000
Research (Nontechnical)	47	**22,480**	23,140	-2.9	32,000	22,992	16,000
Research (Technical)	80	**27,896**	22,397	24.6	33,800	30,000	17,000
Teaching	1,027	**19,353**	18,989	1.9	24,000	19,700	13,700
	33,844						

PROPORTION OF OFFERS BY CURRICULAR AREA

Bachelor's Degree Candidates
Total Offers = 33,844



Master's Degree Candidates (Inexperienced)
Total Offers = 4,048

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Curriculum For All Types of Employers	- Men -			- Women -		
	Number of Offers	Average $ Offer		Number of Offers	Average $ Offer	
	September 1990	September 1990	September 1989	September 1990	September 1990	September 1989
Business						
Accounting	2,594	$26,510	$25,297	2,844	$26,282	$25,155
Business Administration (incl. Management Science)	1,045	23,885	22,950	829	23,080	21,776
Distribution Management	70	24,419	24,305	38	26,295	24,043
Economics & Finance (incl. Banking)	1,620	25,234	24,698	852	25,088	24,732
Hotel/Restaurant Management	97	20,892	19,770	112	20,631	19,561
Human Resources (incl. Labor Relations)	56	25,170	23,635	82	21,639	21,935
Management Information Systems	348	27,617	26,994	251	27,166	26,503
Marketing/Marketing Management (incl. Research)	1,040	23,906	22,911	939	23,141	21,991
Real Estate	20	25,543	25,204	9	22,211	19,416
Communications						
Advertising	44	22,408	21,285	60	19,520	18,525
Communications	156	21,797	21,268	210	20,411	20,484
Journalism	38	17,459	21,249	96	20,291	19,531
Telecommunications/Broadcasting	34	20,859	20,331	39	20,025	20,026
Education						
Elementary Education	88	20,365	19,084	510	18,734	18,709
Pre-Elementary Education	+	*	N/A	39	17,507	N/A
Physical Education	42	20,389	19,917	25	19,088	19,154
Special Education	15	21,250	19,781	108	20,320	19,819
Home Economics						
Human Ecology	+	*	18,560	20	19,383	18,964
Textiles & Clothing	8	22,783	22,900	136	20,537	19,612
Merchandising Management	9	21,066	24,520	85	19,330	19,167
Humanities & Social Sciences						
Foreign Languages	37	25,540	22,618	39	21,774	20,467
Letters	90	23,028	22,303	172	20,801	20,064
Visual & Performing Arts	43	22,783	17,899	76	19,346	19,288
Humanities-Other	87	23,311	22,219	78	23,104	22,499
Criminal Justice	36	21,930	22,397	21	18,714	19,887
History	67	23,364	23,391	38	21,228	23,279
Political Science/Government	165	24,327	24,088	100	22,603	21,906
Psychology	100	21,990	20,386	199	20,033	18,882
Sociology	35	21,611	20,721	47	19,035	17,929
Social Sciences-Other	100	23,820	23,930	130	19,940	21,018
Engineering						
Aerospace & Aeronautical	296	30,446	29,428	50	30,883	29,457
Agricultural	48	29,786	26,772	11	31,618	22,408
Architectural	62	28,860	25,720	11	29,235	25,093
Bioengineering & Biomedical	24	29,154	26,759	28	30,822	29,817
Chemical	1,601	35,169	32,989	689	35,013	32,865
Civil	1,182	28,061	26,884	240	28,504	27,926

N/A - No historic data available
* Not computed for fewer than 20 offers
+ - No offers reported

Continued . . .

AVERAGE YEARLY SALARY OFFERS
Bachelor's Degree Candidates

By Curriculum For All Types of Employers	- Men -			- Women -		
	Number of Offers	Average $ Offer		Number of Offers	Average $ Offer	
	September 1990	September 1990	September 1989	September 1990	September 1990	September 1989
Continued . . .						
Computer	366	**31,527**	30,319	73	**31,303**	30,003
Electrical	2,940	**31,732**	30,585	589	**32,009**	30,642
Environmental Engineering	5	**31,030**	1,869	1	**24,960**	2,284
Industrial	635	**30,159**	29,528	360	**31,169**	29,894
Mechanical	3,000	**31,998**	30,389	587	**32,398**	31,041
Metallurgical	160	**32,239**	30,535	45	**32,221**	30,880
Mining	41	**29,777**	26,406	3	**24,000**	28,583
Nuclear	47	**31,849**	31,033	8	**31,167**	28,214
Petroleum	134	**35,087**	32,762	24	**35,844**	33,053
Textile	5	**33,938**	26,641	5	**32,500**	26,600
Engineering Technology	448	**29,311**	28,359	35	**29,412**	28,219
Industrial Technology	111	**29,584**	26,694	5	**21,500**	27,044
Agriculture & Natural Resources						
Agribusiness	99	**21,326**	22,241	24	**23,928**	21,782
Animal Sciences	42	**20,124**	19,362	13	**18,409**	19,191
Plant Sciences	25	**21,186**	19,154	6	**21,132**	15,724
Natural Resources	20	**18,889**	22,245	4	**19,903**	16,901
Other Agricultural Sciences	44	**24,443**	22,083	12	**24,292**	19,661
Computer Sciences						
Computer Science	1,058	**29,915**	28,723	324	**29,439**	28,496
Computer Programming	60	**28,139**	28,828	26	**28,417**	26,214
Information Sciences & Systems	260	**28,466**	25,985	197	**28,847**	27,073
Systems Analysis	9	**29,443**	28,649	8	**31,808**	29,059
Health Sciences						
Allied Health	14	**31,826**	25,481	123	**26,937**	23,977
Health Sciences	7	**20,589**	22,012	33	**20,878**	21,321
Nursing	21	**27,915**	24,692	225	**28,303**	24,927
Pharmacy	35	**38,626**	36,892	51	**35,425**	36,750
Sciences						
Actuarial	53	**28,292**	26,501	25	**28,212**	27,248
Architectural & Environmental Design	91	**25,489**	25,374	15	**22,919**	21,293
Biological	52	**22,670**	23,903	56	**20,992**	19,442
Chemistry	96	**27,134**	27,182	56	**28,111**	25,072
Geological	23	**25,123**	23,966	6	**17,098**	21,850
Mathematics (incl. Statistics)	169	**26,942**	27,075	188	**27,112**	25,801
Physics	48	**28,609**	27,848	10	**31,789**	28,692
Other Physical & Earth Sciences	9	**22,036**	21,616	9	**20,051**	24,495
Polymer Science	8	**32,066**	N/A	*	*	N/A
Textile Science	24	**27,057**	N/A	6	**26,670**	N/A
	21,479			12,365		

N/A - No historic data available
* Not computed for fewer than 20 offers

AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Functional Area For All Types of Employers	- MEN -			- WOMEN -		
	Number of Offers	Average $ Offer		Number of Offers	Average $ Offer	
	September 1990	September 1990	September 1989	September 1990	September 1990	September 1989
FINANCE						
Accounting (Public)	1,952	**$26,820**	$25,722	2,162	**$26,828**	$25,732
Accounting (Private)	733	**25,721**	23,708	753	**24,836**	23,349
Commercial Banking (Consumer)	126	**22,301**	22,038	153	**21,597**	21,290
Commercial Banking (Lending)	190	**23,984**	22,680	112	**24,487**	23,138
Investment Banking (Corporate Finance)	81	**29,467**	27,176	43	**28,307**	24,879
Investment Banking (Mergers & Acquisitions)	11	**27,573**	29,643	8	**25,105**	27,950
Investment Banking (Real Estate)	8	**25,438**	25,300	11	**25,301**	18,609
Investment Banking (Sales & Trading)	21	**24,662**	24,674	15	**21,216**	22,975
Financial/Treasury Analysis	484	**26,923**	27,132	290	**26,305**	25,410
Portfolio Management/Brokerage	53	**23,790**	24,736	37	**22,914**	22,123
Insurance (Underwriting)	126	**24,334**	21,960	86	**23,540**	21,729
Insurance (Claims)	96	**22,576**	N/A	95	**22,334**	N/A
COMMUNICATIONS						
Design/Graphic Arts	15	**22,868**	23,016	24	**18,808**	18,711
Media Planning	15	**19,882**	20,298	16	**19,713**	20,232
Reporting	15	**16,834**	15,417	15	**16,201**	19,500
Production	47	**25,782**	23,854	20	**24,295**	20,827
Public Relations	41	**21,870**	22,835	73	**19,453**	18,532
Writing/Editing	34	**22,015**	21,016	78	**19,081**	19,901
MARKETING						
Advertising	45	**24,799**	19,999	59	**19,737**	19,102
Brand/Product Management	148	**26,235**	24,670	128	**24,526**	22,289
Buyer/Merchandising	195	**24,031**	22,594	356	**22,467**	21,630
Distribution	97	**26,062**	N/A	61	**26,294**	N/A
Market Research	75	**25,677**	27,134	60	**24,440**	23,539
Purchasing	32	**24,357**	N/A	37	**24,072**	N/A
Sales	1,372	**25,208**	23,680	799	**23,879**	22,274
PUBLIC ADMINISTRATION						
Executive, Legislative, & General	33	**21,839**	19,872	29	**20,550**	19,441
Finance, Taxation, Monetary Policy	37	**23,161**	24,918	65	**22,935**	23,587
Economic Programs	15	**23,445**	21,375	13	**25,445**	20,640
Law Enforcement	51	**24,543**	22,859	16	**22,424**	20,757
Military	118	**22,488**	22,282	15	**21,489**	20,855
National Security	8	**26,011**	25,610	7	**22,686**	21,580
Urban/Regional Planning	27	**23,561**	23,249	6	**23,481**	21,915
ENGINEERING						
Bioengineering	94	**33,690**	31,233	13	**29,594**	30,160
Design/Construct	1,750	**30,094**	28,787	257	**30,111**	29,201
Environmental/Sanitation	211	**29,292**	27,727	50	**29,510**	29,889
Manufacturing/Industrial	1,675	**31,838**	30,431	485	**32,327**	30,776
Systems/Programming	368	**31,020**	30,187	92	**31,309**	29,536
Power Systems	405	**31,732**	30,017	81	**31,656**	30,530
Software Design & Development	411	**31,706**	30,453	92	**32,229**	30,937
Hardware Design & Development	340	**32,295**	30,866	77	**32,337**	30,991
Research & Development	525	**32,088**	30,778	164	**32,905**	30,285
Testing	242	**30,210**	29,034	56	**30,182**	28,804
Process Engineering	1,223	**35,076**	31,836	446	**34,959**	32,098
Project Engineering	1,127	**31,977**	N/A	256	**32,804**	N/A
Other Engineering	2,267	**31,283**	30,499	568	**31,533**	30,990
HEALTH CARE						
Administrative	14	**22,625**	N/A	24	**21,808**	N/A
Industrial Hygiene	21	**29,067**	N/A	2	**26,300**	N/A
Medical Technology	6	**25,834**	N/A	34	**23,617**	N/A
Nursing / Personal Care	19	**28,796**	24,939	227	**28,151**	24,959

N/A - No historic data
* Not computed for fewer than 20

Continued . . .

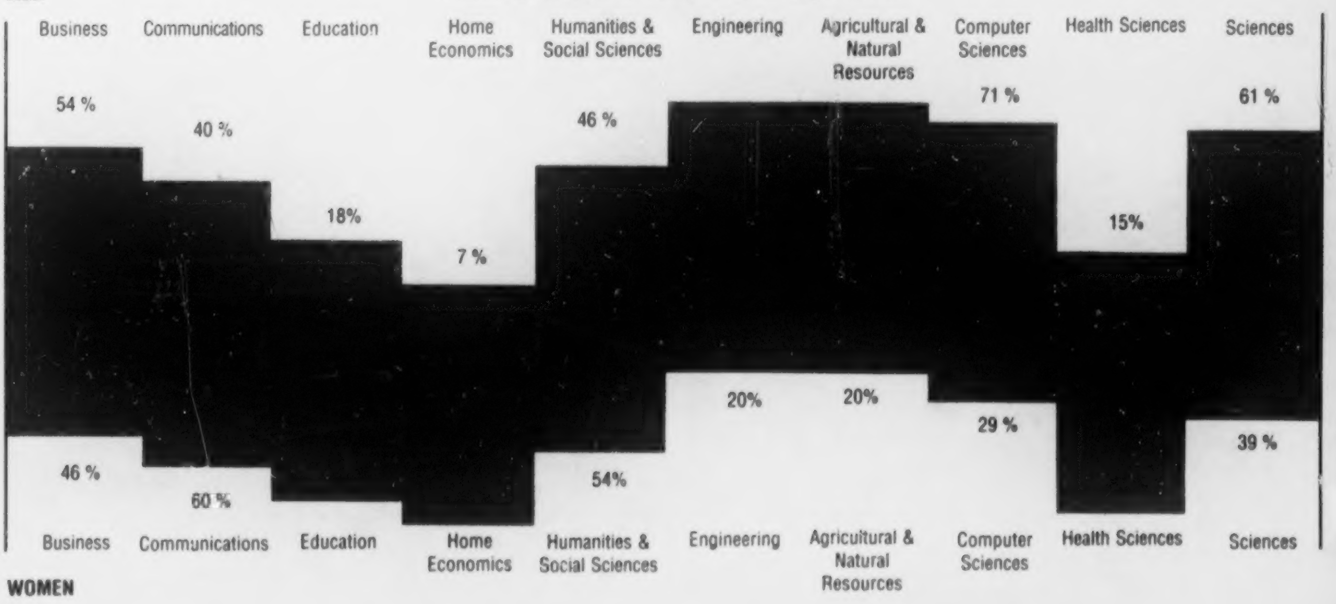
AVERAGE YEARLY SALARY OFFERS

Bachelor's Degree Candidates

By Functional Area For All Types of Employers	- MEN - Number of Offers September 1990	- MEN - Average $ Offer September 1990	- MEN - Average $ Offer September 1989	- WOMEN - Number of Offers September 1990	- WOMEN - Average $ Offer September 1990	- WOMEN - Average $ Offer September 1989
Continued . . .						
Occupational Therapy	4	$21,388	N/A	24	$26,354	N/A
Pharmacist	28	39,682	N/A	40	35,916	N/A
Physical Therapy	10	31,250	N/A	50	28,921	N/A
Respiratory Therapy	9	24,126	N/A	2	29,100	N/A
Other Health Related	32	20,981	$33,140	74	22,214	$29,743
SOCIAL SERVICES						
Administration	21	23,592	23,152	35	17,568	19,364
Counseling	28	18,942	18,249	74	15,794	17,430
Fundraising/Development	16	17,375	21,100	19	16,556	17,572
Social Work	11	16,055	18,018	71	17,508	15,991
COMPUTER SCIENCE						
Computer Programming	826	28,671	27,842	406	28,423	27,002
Information Systems	375	28,542	26,830	233	27,810	26,677
Systems Analysis & Design	475	29,664	28,572	214	29,262	27,861
OTHER FUNCTIONAL AREAS						
Actuarial	68	30,764	28,346	55	29,551	28,532
Agricultural/Natural Resources	136	20,275	21,312	26	19,322	19,738
Architecture	29	22,358	23,101	6	20,233	19,803
Consulting	656	28,792	28,697	331	28,456	27,789
Human Resources/Industrial Relations	63	24,220	23,772	109	22,662	22,271
Management Trainee	1,340	22,965	22,665	1,119	21,435	21,385
Mathematician/Statistician	29	25,382	25,524	20	25,551	25,573
Paralegal	16	20,323	22,130	45	21,116	20,387
Research (Nontechnical)	25	23,138	24,201	22	21,733	21,827
Research (Technical)	40	28,600	23,286	40	27,191	21,536
Teaching	243	20,409	19,262	784	19,025	18,904
	21,479			12,365		

PROPORTION OF OFFERS TO MEN AND WOMEN

(Percentage of offers to men compared to the percentage of offers to women for each degree area)



Beginning salary offers to all candidates by curriculum and employer

This diagram indicates arrangement of data in blocks

Average	$24,876	639	Number of Offers
90th Percentile	$28,000		
10th Percentile	$21,600		

Bachelor's Degree Curricula	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement/ Recreation/ Fast-Food	Hospitality - Hotels/Motels/ Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Accounting	$26,847 3871 $30,500 $23,000	$23,733 3	$23,000 1	$23,724 92 $28,000 $18,000	$25,600 11	$24,280 19	$21,417 21 $27,800 $15,000	$27,888 26 $31,500 $25,500	$20,400 3	$24,880 125 $29,000 $20,700	$24,950 3	$23,389 18	$23,687 66 $26,600 $20,000	$21,900 2	$21,982 78 $26,004 $18,000	$22,000 1	$18,860 2	$22,389 6
Business Administration - incl. Management Science	$26,998 82 $33,000 $22,800	$18,857 7	$13,000 1	$22,934 186 $28,000 $18,000	$24,972 18	$23,878 41 $29,300 $15,000	$25,565 31 $30,000 $21,000	$27,485 95 $32,000 $21,600	$25,500 4	$22,581 75 $30,000 $15,000	$20,673 22 $24,000 $18,996	$19,992 33 $22,000 $18,000	$23,187 181 $27,000 $20,000	$23,170 6	$20,893 439 $26,000 $17,000	$27,000 2	$30,000 1	$23,927 11
Distribution Management	$27,500 1					$15,000 1	$28,100 2								$20,800 11			
Economics & Finance (incl. Banking)	$27,715 120 $31,000 $25,000	$17,000 1	$22,000 1	$23,475 494 $28,000 $18,500	$29,155 109 $33,000 $23,000	$26,499 32 $30,000 $24,000	$25,274 36 $29,000 $19,500	$28,349 220 $32,000 $25,000	$28,900 5	$25,384 237 $32,250 $18,000	$21,272 14	$21,428 25 $25,500 $18,500	$24,059 223 $29,000 $20,000	$22,258 2	$22,504 189 $27,900 $18,200	$24,598 5		$24,471 7
Hotel / Restaurant Management							$27,000 1				$20,580 25 $23,500 $18,000	$20,630 170 $23,000 $18,000			$21,500 1			
Human Resources (incl. Labor Relations)		$25,000 1		$20,721 12		$25,000 1	$19,992 1			$21,167 3	$22,332 3	$19,171 7	$22,539 30 $26,000 $18,000	$20,000 1	$20,388 16	$18,500 4	$22,000 1	
Management Information Systems	$30,389 20 $33,000 $27,996			$26,114 13	$32,983 3	$27,933 15	$26,818 73 $30,000 $23,000	$27,903 62 $32,200 $22,992	$30,120 2	$27,441 8	$26,250 4	$30,943 3	$26,356 78 $28,800 $24,000		$24,125 33 $27,000 $19,000	$21,500 2	$25,000 1	
Marketing/Marketing Management (incl. Research)	$23,499 5	$19,676 15	$24,500 1	$22,846 50 $27,000 $18,500	$29,843 8	$22,692 36 $27,000 $18,000	$23,763 64 $28,000 $18,000	$26,627 30 $31,000 $21,600	$14,400 1	$24,011 37 $30,000 $18,000	$20,795 19	$19,858 19	$23,184 114 $27,000 $18,000	$19,750 2	$22,230 823 $27,000 $18,000	$25,312 7	$22,100 3	$19,343 14
Real Estate	$26,125 4									$21,120 8		$20,000 1	$21,333 3					
Advertising	$16,833 3	$18,946 29 $24,996 $15,000		$18,240 3		$21,700 8	$19,986 4			$26,825 4	$13,500 1	$30,000 1	$22,500 3		$20,786 14			$21,000 2
Communications		$16,631 16		$23,000 11	$28,333 3	$17,362 23 $21,000 $12,000	$19,001 7	$23,900 8		$21,409 11	$20,833 6	$17,970 10	$21,581 26 $25,500 $17,000	$15,000 1	$20,045 60 $24,000 $15,000	$33,750 2		$20,945 11
Journalism		$14,875 4		$23,250 2		$15,963 19	$22,500 2					$12,973 3	$21,412 9		$20,367 24 $23,000 $17,000			$17,807 21 $24,200 $13,000
Telecommunications/ Broadcasting		$21,333 3		$24,000 2		$18,164 14		$24,000 1		$15,000 1		$23,000 1	$22,071 11		$19,121 14			$12,000 1
Elementary Education						$18,009 1		$16,565 1							$16,000 2			
Pre-Elementary Education																		
Physical Education					$13,000 1				$15,000 1		$16,300 4	$17,000 1			$18,000 1		$25,000 1	
Special Education																		

	SERVICE EMPLOYERS																	
Curriculum - Continued	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Human Ecology													$18,493 2		$21,500 4			$20,000 1
Textiles & Clothing															$20,010 124 $23,000 $17,500			
Merchandising Management		$12,480 1						$13,000 1							$19,432 83 $23,000 $15,000			
Foreign Languages	$31,000 1			$24,169 8	$20,000 1	$20,000 2	$16,000 3	$28,000 2		$26,084 2		$20,000 1	$22,000 1	$33,000 1	$21,800 14			$26,667 3
Letters	$31,373 4	$18,889 9		$22,278 16	$32,750 6	$18,600 5	$23,599 14	$27,600 11		$17,000 3	$18,000 5	$20,000 1	$23,865 16	$22,722 5	$20,854 24 $24,000 $18,000	$21,000 2	$17,500 1	$19,000 6
Visual & Performing Arts		$14,995 4			$30,000 1	$18,400 4	$19,843 1			$17,100 1		$22,496 2	$21,200 2	$19,000 1	$22,111 18	$21,000 1		$21,000 1
Humanities-Other		$26,250 2		$26,011 9	$25,375 4	$30,200 5	$45,000 2	$32,067 3	$20,000 2	$19,000 2	$14,000 2	$17,324 6	$24,473 11	$18,129 4	$20,503 40 $24,000 $18,000	$17,500 2		
Criminal Justice					$19,100 2		$24,000 1					$14,000 1	$22,505 4	$18,360 4	$17,648 6		$21,037 5	
History	$32,000 1	$23,750 4	$20,000 1	$26,875 8	$26,623 8	$24,000 3	$28,200 1	$27,001 6		$27,333 3	$16,827 3	$16,720 2	$23,556 9	$21,250 8	$22,106 18	$26,000 1		$18,000 1
Political Science / Government		$22,667 3		$25,000 17	$30,175 16	$17,000 1	$27,440 5	$30,874 23 $35,000 $27,000		$20,738 8	$21,773 3	$23,000 2	$25,133 21 $28,500 $22,000	$20,897 17	$22,023 50 $25,000 $18,000			
Psychology	$31,875 4	$32,500 2		$20,050 10	$24,955 9	$24,400 4	$18,430 7	$24,975 4		$25,167 3	$19,737 7	$15,000 3	$23,843 14	$20,333 3	$21,400 66 $26,000 $18,000	$20,000 3	$27,000 1	$22,300 2
Sociology		$18,000 2		$22,400 3		$22,850 2	$17,004 2			$19,500 2	$21,000 1	$17,472 1	$24,083 6		$18,044 10			
Social Sciences-Other	$30,000 2	$22,083 6		$20,241 17	$30,300 15	$18,000 1	$19,744 12	$30,545 11		$26,533 6	$16,500 2	$19,576 4	$24,038 6	$20,240 5	$21,700 13		$12,480 1	$17,500 2
Aerospace & Aeronautical Engineering								$30,393 15	$30,360 1	$31,000 1			$32,000 1					
Agricultural Engineering								$24,900 2	$28,320 1						$20,004 2			
Architectural Engineering			$28,500 2					$27,933 12	$26,357 7									
Bioengineering & Biomedical Engineering					$30,000 1			$31,417 6										
Chemical Engineering	$28,500 1	$28,200 1					$34,000 1	$32,000 40 $36,000 $28,200	$32,594 17									
Civil Engineering			$29,000 5					$29,001 229 $31,200 $25,000	$28,354 187 $32,000 $25,000				$31,200 2	$24,000 1				
Computer Engineering	$33,000 1			$25,000 1	$32,000 4	$23,020 18	$31,038 46 $36,000 $27,000	$30,882 27 $32,500 $28,000	$27,000 2	$33,500 2			$25,518 5		$17,000 1			

	SERVICE EMPLOYERS																	
Curriculum - Continued	Public Accounting	Advertising	Architecture	Banking (Commercial)	Banking (Investment)	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	Financial Services	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	Merchandising (Retail & Wholesale)	Personnel Supply Services	Protective/ Security Services	Publishing
Electrical Engineering	$31,615 13		$29,244 5		$34,000 2	$32,651 109 $35,500 $30,000	$32,642 78 $36,000 $28,800	$30,898 146 $34,400 $27,492	$31,329 71 $33,480 $28,000	$27,327 15			$30,594 7		$26,000 4	$36,400 1	$25,343 1	
Environmental Engineering								$26,480 2	$30,384 3									
Industrial Engineering	$31,450 10			$29,983 6	$32,786 7	$31,722 9	$33,616 5	$29,863 110 $32,000 $26,000	$27,900 12	$27,833 3		$36,000 1	$31,027 8		$24,520 5			$29,000 2
Mechanical Engineering	$31,250 6		$30,750 2		$35,000 1	$32,044 11	$31,273 14	$30,775 150 $34,000 $27,040	$31,359 65 $34,000 $28,800	$22,750 6	$36,000 1		$31,051 4		$19,000 2	$30,000 1		
Metallurgical Engineering								$30,000 4		$21,500 1								$30,000 1
Mining Engineering								$26,300 5	$26,669 7									
Nuclear Engineering								$34,000 2	$32,000 1									$15,000 1
Petroleum Engineering								$32,450 4	$30,950 8									
Textile Engineering																		
Engineering Technology	$25,800 1				$30,500 1	$29,689 12	$30,082 12	$28,635 19	$25,800 21 $32,000 $16,800		$30,000 1		$30,781 11		$28,000 6	$27,500 1		
Industrial Technology								$34,992 2							$30,000 1			
Agribusiness	$25,500 1			$19,300 3				$24,248 2	$24,720 1	$26,000 1	$20,400 5	$21,000 1	$30,000 1		$21,160 10			
Animal Sciences						$13,000 1		$16,000 1										
Plant Sciences								$22,000 2										
Natural Resources											$17,800 1				$12,000 1			
Other Agricultural Sciences				$19,500 1														
Computer Science	$31,167 15	$33,000 1		$28,310 21 $30,000 $25,900	$31,063 8	$30,588 65 $33,800 $26,500	$29,473 228 $34,800 $24,000	$29,889 98 $32,500 $27,000	$29,075 8	$29,004 16			$26,523 53 $28,008 $22,500	$32,000 1	$24,400 18	$27,000 3	$25,353 1	$26,188 8
Computer Programming				$30,000 1	$35,000 1	$29,875 2	$26,419 12	$29,844 9		$28,500 1			$27,670 4		$25,750 2			
Information Sciences & Systems	$28,910 36 $32,000 $27,000			$27,473 11		$29,702 49 $35,500 $26,500	$27,300 47 $32,400 $21,000	$29,518 42 $32,200 $27,500	$20,000 1	$26,625 4	$18,650 2	$26,400 1	$27,358 26 $29,400 $27,000		$26,740 14	$28,000 1		$30,000 1
Systems Analysis						$32,000 2	$29,000 1	$32,167 3					$28,000 1					

Curriculum - Continued	SERVICE EMPLOYERS																	
	Public Accounting	Advertising	Architecture	Banking (Commercial	**Banking (Investment)**	Communication Services	Computer Software & Data Processing	Consulting Services	Engineering / Surveying	**Financial Services**	Hospitality - Amusement / Recreation / Fast-Food	Hospitality - Hotels / Motels / Full-Service Restaurants	Insurance	Legal Services	**Merchandising (Retail & Wholesale)**	Personnel Supply Services	Protective/ Security Services	Publishing
Allied Health															$22,000 1			
Health Sciences				$21,996 1				$13,000 1				$10,000 1	$22,800 1		$13,250 1			
Nursing															$19,100 1			
Pharmacy															$38,349 28 $47,500 $26,000			
Actuarial								$33,327 11		$32,300 1	$20,684 3		$30,624 46 $33,000 $28,500					
Architectural & Environmental Design	$27,000 1	$18,498 2	$21,415 31 $26,000 $17,000			$20,400 1		$27,800 2	$25,500 2	$24,996 1			$30,000 1					
Biological								$25,800 5	$31,500 2		$21,000 1	$14,000 1	$25,500 3		$18,400 5			
Chemistry					$33,167 3	$25,500 2		$27,500 4		$26,500 2			$27,000 1		$19,000 4			
Geological								$25,000 3	$22,100 2			$18,000 1	$30,000 1					
Mathematics (incl. Statistics)	$30,222 9			$24,510 11	$30,300 10	$29,268 13	$28,788 35 $36,000 $24,000	$29,179 33 $33,300 $24,500		$24,200 5	$19,450 2		$28,283 65 $32,400 $23,400		$21,000 5			
Physics					$28,500 1	$33,000 2	$30,967 3	$26,403 4	$28,000 1		$22,000 1							
Other Physical & Earth Sciences								$16,000 1										
Polymer Science																		
Textile Science							$27,000 1											

BACHELOR'S SUMMARY

Nontechnical Curricula	$26,895 4118 $30,996 $23,000	$19,383 112 $24,996 $14,520	$23,500 5	$23,295 875 $28,000 $18,500	$26,141 215 $34,000 $20,400	$22,451 237 $29,500 $14,400	$24,392 292 $29,500 $18,000	$27,992 504 $32,000 $24,000	$24,207 18	$24,499 584 $30,000 $18,000	$20,473 124 $24,000 $15,600	$20,494 317 $23,000 $16,700	$23,734 818 $28,000 $19,000	$20,951 66 $23,400 $15,000	$21,433 1072 $27,000 $17,500	$23,277 32 $27,996 $17,000	$21,058 17	$20,605 91 $28,200 $14,000
Technical Curricula	$30,139 94 $33,000 $27,000	$24,549 4	$23,858 45 $31,000 $17,000	$26,799 56 $32,000 $21,996	$31,859 39 $36,000 $29,500	$31,186 288 $35,304 $26,500	$30,845 463 $35,520 $25,000	$29,723 983 $33,500 $26,000	$29,299 420 $33,280 $25,000	$27,299 64 $33,000 $21,500	$21,501 17	$20,900 6	$28,401 241 $32,500 $24,000	$28,000 2	$26,965 111 $39,000 $18,000	$29,100 7	$25,348 2	$26,488 13

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

MBA - Nontechnical Undergraduate Degree	$33,359 81 $38,000 $28,500	$31,000 6	$32,500 1	$38,626 92 $52,000 $27,500	$43,822 17	$35,500 11	$33,027 11	$38,162 61 $45,000 $29,000	$32,500 1	$34,785 29 $45,000 $26,000	$25,000 4	$30,000 2	$33,977 28 $40,000 $28,000	$37,000 1	$31,982 28 $42,000 $20,000			$28,867 3
MBA - Technical Undergraduate Degree	$31,229 17	$19,000 1		$38,164 14	$50,000 5	$36,246 4	$35,416 11	$36,555 27 $38,000 $30,000	$43,000 2	$46,000 1			$35,760 7	$40,000 1				

EMPLOYER CATEGORIES - Continued

Bachelor's Degree Curricula	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Accounting	$24,649 10	$22,250 2	$24,207 15	$25,252 42 $27,500 $22,800	$21,888 9	$21,730 72 $24,500 $19,025	$23,318 76 $26,900 $19,000	$26,560 9	$25,017 17	$20,747 9		$18,200 2	$27,750 4	$26,824 22 $29,100 $22,000	$25,825 28 $27,500 $23,500	$26,174 32 $28,500 $23,000	$22,511 23 $27,600 $17,700	$27,897 78 $30,600 $25,800
Business Administration - incl. Management Science	$24,280 10	$23,583 6	$23,391 28 $30,000 $15,600	$26,030 18	$19,215 22 $23,000 $16,500	$20,839 51 $25,200 $16,305	$20,988 16	$24,417 7	$21,266 10	$18,000 1		$17,474 6	$20,000 1	$25,589 41 $29,120 $21,000	$24,183 8	$25,595 36 $30,000 $18,000	$23,976 25 $28,000 $18,500	$26,783 63 $32,700 $22,000
Distribution Management			$23,650 18		$17,400 1	$21,242 7	$18,000 1								$23,003 3	$29,500 3	$23,150 4	$26,633 11
Economics & Finance (incl. Banking)	$25,240 22 $31,500 $20,000	$24,000 1	$25,105 34 $27,000 $18,400	$26,352 22 $30,000 $24,000	$18,899 12	$21,130 73 $25,000 $16,800	$21,555 16	$21,800 4	$27,588 6	$22,200 5		$16,000 1	$25,000 5	$25,710 26 $28,000 $23,660	$21,076 8	$26,556 32 $30,000 $24,000	$23,408 20 $29,000 $20,500	$28,288 64 $31,000 $25,000
Hotel / Restaurant Management			$20,000 1		$23,402 1													
Human Resources (incl. Labor Relations)			$23,667 3	$30,600 2	$15,500 1	$25,659 5	$20,583 3		$20,725 2				$18,000 1		$24,000 1	$23,375 4	$24,000 1	
Management Information Systems	$31,000 2	$25,275 8	$25,360 19	$28,178 22 $30,000 $25,520	$22,986 4	$22,127 13	$21,333 3		$19,000 2				$24,000 2	$27,334 13	$28,253 12	$33,225 4	$30,160 5	$30,887 23 $32,500 $29,820
Marketing / Marketing Management (incl. Research)	$23,583 6	$20,688 8	$23,763 19	$25,538 13	$23,561 5	$20,234 20 $23,000 $16,296	$26,000 5	$19,667 3	$25,417 17	$17,000 2	$21,250 2		$24,000 1	$24,000 3	$24,486 8	$25,854 38 $29,736 $21,000	$24,058 24 $26,500 $20,000	$26,403 97 $30,840 $24,000
Real Estate	$25,225 16					$16,300 1								$30,996 1				
Advertising	$22,000 1				$21,500 1				$21,000 1	$18,000 1		$21,000 1	$15,000 1			$18,000 2		
Communications		$14,018 2	$20,931 13	$21,877 13	$18,322 9	$18,924 10	$19,133 6	$16,000 1	$24,000 4	$19,867 3	$19,950 4	$16,500 1	$16,496 5	$16,000 1		$26,286 7	$19,650 2	$25,650 11
Journalism			$19,000 1	$20,000 1	$14,749 4	$17,120 4	$20,533 3		$17,000 2	$20,000 1			$13,750 4		$25,000 1	$24,000 1		$25,925 4
Telecommunications / Broadcasting					$12,000 1	$13,000 1	$23,400 2		$17,500 2	$18,750 2								$25,125 2
Elementary Education			$50,000 1		$19,320 526 $24,000 $13,400	$20,000 1	$19,400 3			$14,881 51 $16,222 $13,000		$14,400 4	$21,570 2				$21,360 1	$18,000 1
Pre-Elementary Education					$17,877 31 $22,347 $12,000		$19,050 1	$17,113 2	$21,000 1	$16,874 1		$9,048 1						
Physical Education					$20,904 40 $24,000 $16,350	$17,806 2	$15,733 3	$17,748 4				$17,500 2						$27,200 1
Special Education					$20,332 116 $23,940 $17,200		$21,117 3		$23,000 1			$17,000 1						

Curriculum - Continued	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Human Ecology					$20,070 6		$15,558 1		$10,613 3			$12,500 1						
Textiles & Clothing					$19,000 1											$28,500 1		
Merchandising Management					$17,004 4													$30,500 1
Foreign Languages		$19,000 1			$20,068 10	$22,266 7					$25,000 1	$15,225 1	$12,000 1		$24,500 1			$31,000 1
Letters		$29,500 4	$24,000 2	$20,000 2	$19,786 40 $25,000 $14,009	$18,662 5	$18,407 6	$16,500 2	$18,667 3	$18,750 4	$24,000 1	$14,832 15		$23,916 1		$23,000 2	$30,000 1	$26,250 2
Visual & Performing Arts			$26,004 1		$19,201 81 $24,000 $14,004	$30,000 1		$17,000 1			$17,000 1	$17,800 1						
Humanities-Other		$17,000 1	$19,200 3		$18,790 13	$20,834 10	$24,000 1	$25,200 1	$20,000 2	$42,750 2		$27,000 1		$22,500 1	$21,000 2	$45,000 3	$25,000 1	$26,640 2
Criminal Justice			$15,600 1	$26,400 1	$22,500 1	$18,306 7	$23,315 19		$12,000 1			$15,000 1						
History		$27,500 1	$24,000 2	$18,000 1	$19,120 16	$22,530 11	$16,239 4			$22,000 1	$26,000 1	$20,500 1	$12,000 3					$28,500 2
Political Science / Government	$24,500 2	$31,000 1	$18,283 6	$20,000 2	$17,001 3	$21,104 26 $24,000 $19,000	$22,154 13	$18,240 2			$20,000 1	$14,365 6	$12,000 2		$29,660 2	$27,000 1	$29,700 2	$30,391 4
Psychology	$14,000 1	$22,000 2	$19,835 3	$23,719 3	$18,317 22 $22,800 $11,520	$19,911 10	$19,300 15	$17,012 13	$14,660 14			$16,745 27 $20,000 $11,200	$14,902 5	$24,000 1	$20,004 1	$30,000 1	$22,750 2	$29,000 2
Sociology		$25,000 1	$15,600 1		$16,800 5	$17,008 3	$25,074 5	$19,188 4	$25,500 2	$12,700 1		$15,141 14	$16,500 1					$31,010 2
Social Sciences-Other	$24,997 3	$18,467 3	$20,963 3		$18,203 16	$21,929 13	$20,705 12	$20,660 5	$15,809 12	$17,360 5		$15,450 28 $17,500 $12,000	$18,000 2	$29,004 1		$23,330 4		$32,500 1
Aerospace & Aeronautical Engineering		$32,956 2	$33,000 1	$31,500 1		$26,740 39 $30,696 $21,201	$26,500 1							$31,016 240 $33,540 $28,380	$32,000 1	$30,296 5		$32,580 2
Agricultural Engineering				$27,600 2		$30,396 1	$25,925 2							$30,660 1	$26,247 5	$32,914 11	$21,600 1	
Architectural Engineering				$33,000 1		$27,000 1	$24,200 8									$32,400 1	$29,625 32 $34,200 $27,300	
Bioengineering & Biomedical Engineering		$30,120 1		$28,500 1		$26,746 2	$15,400 1	$27,000 1	$29,267 3					$28,966 2	$22,544 2	$31,324 1		$31,811 9
Chemical Engineering	$37,000 1	$34,385 6		$32,992 11	$36,200 1	$27,266 28 $34,740 $23,000	$31,012 8						$25,700 1	$32,874 10	$34,130 6	$32,841 26 $34,500 $32,000	$33,771 34 $36,500 $30,000	$35,057 [illegible] $36,900 $33,500
Civil Engineering	$34,563 2	$26,683 6	$25,443 114 $27,791 $23,532	$31,090 56 $34,000 $28,000	$20,004 1	$25,393 87 $27,268 $21,600	$26,506 278 $32,718 $23,000		$24,556 3		$26,000 1			$29,288 13	$30,067 3	$29,773 8	$28,236 154 $31,800 $24,348	$31,512 21 $34,000 $28,800
Computer Engineering		$32,340 6	$28,900 2	$31,699 10	$25,787 6	$26,923 22 $30,504 $25,343	$26,418 5	$33,000 1	$30,906 1				$23,500 1	$31,580 35 $33,300 $30,000		$32,657 5	$29,000 2	$31,063 12

Curriculum - Continued	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Electrical Engineering		$32,667 38 $36,500 $30,000	$33,423 9	$31,971 286 $33,696 $30,300	$27,234 9	$26,322 274 $30,960 $21,201	$26,442 12	$24,329 4	$25,498 2		$32,500 1			$31,555 358 $33,500 $29,000	$29,757 9	$32,223 163 $34,200 $30,500	$31,576 25 $33,600 $30,000	$33,792 105 $36,000 $31,200
Environmental Engineering							$36,000 1											
Industrial Engineering		$34,733 3	$29,190 10	$30,737 26 $33,000 $28,500		$25,482 65 $30,396 $21,000		$29,829 5						$29,896 60 $32,200 $27,588	$30,769 11	$32,015 91 $33,600 $30,000	$30,054 63 $33,000 $25,200	$31,677 82 $33,900 $29,400
Mechanical Engineering		$31,520 31 $33,600 $29,000	$31,614 15	$31,712 163 $33,700 $28,674	$24,341 3	$25,603 162 $30,000 $21,201	$27,855 8	$33,300 2	$33,667 3	$26,232 1			$32,000 1	$30,605 348 $33,000 $28,000	$31,289 79 $34,000 $27,000	$32,206 443 $34,200 $29,760	$31,226 85 $34,200 $27,500	$33,954 293 $36,000 $32,000
Metallurgical Engineering		$32,000 1		$29,700 2		$25,507 5								$35,166 6	$35,400 1	$32,971 24 $35,400 $30,000	$31,345 4	$33,260 6
Mining Engineering				$31,800 1			$25,160 1								$16,000 1		$26,500 1	
Nuclear Engineering		$32,500 2		$32,682 20 $34,400 $31,000		$27,633 3	$27,500 1							$31,566 2				
Petroleum Engineering						$26,050 2	$26,200 1											$31,390 6
Textile Engineering																		$35,893 3
Engineering Technology		$26,499 3		$30,608 17		$23,882 5	$22,385 6							$28,889 66 $32,200 $25,000	$27,990 1	$33,078 35 $40,000 $26,275	$28,426 41 $32,500 $22,000	$30,644 18
Industrial Technology		$29,496 1				$22,026 8								$30,076 42 $33,396 $27,996		$31,478 6	$24,600 1	$28,600 4
Agribusiness	$18,000 1					$19,089 6	$22,037 5	$18,000 1		$20,000 1					$21,377 51 $26,004 $16,800	$29,736 1		$30,267 3
Animal Sciences		$20,000 1				$16,318 2	$22,880 1	$14,004 1	$17,356 3	$22,000 2			$21,500 2	$23,496 2	$19,785 21 $22,500 $17,000			
Plant Sciences				$24,498 2	$18,000 1	$21,647 2	$17,589 4		$17,000 1	$22,006 2					$20,624 12			
Natural Resources						$16,828 4	$17,730 8	$25,000 1							$22,000 1		$30,009 1	$17,640 2
Other Agricultural Sciences					$21,600 4	$15,000 1	$19,375 4								$23,770 14			$29,500 1
Computer Science		$32,336 18	$25,751 16	$30,008 51 $33,600 $27,025	$20,001 11	$25,522 56 $30,396 $20,000	$23,886 15	$22,700 5	$22,756 5	$21,000 2			$25,267 1	$31,070 94 $33,300 $28,392	$27,050 1	$29,886 24 $31,200 $28,800	$26,917 16	$31,882 70 $33,840 $30,000
Computer Programming			$25,967 3	$30,200 1	$24,130 5	$25,568 4	$22,784 4				$23,500 1			$32,000 1		$30,250 2		$29,833 3
Information Sciences & Systems			$24,444 16	$29,100 8	$23,000 1	$21,738 5	$26,250 2		$23,143 7					$27,645 11	$33,067 3	$30,550 6	$25,200 2	$31,331 32 $33,000 $28,500
Systems Analysis																$33,000 2		$27,000 1

	SERVICE EMPLOYERS				NONPROFIT EMPLOYERS									MANUFACTURING EMPLOYERS				
Curriculum - Continued	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Allied Health					$24,816 2			$27,061 97 $31,000 $22,000	$29,759 31 $36,000 $23,000			$21,340 2			$25,000 1			$33,960 1
Health Sciences					$26,237 1	$15,000 2	$18,133 2	$22,914 14	$22,950 10			$12,000 1	$15,000 3	$34,112 1				
Nursing					$27,500 5		$27,300 1	$28,316 222 $33,250 $22,500	$29,877 14					$25,500 1				
Pharmacy						$29,368 1		$34,045 17	$41,300 1						$34,832 1			$36,699 33 $45,973 $32,000
Actuarial					$23,400 1	$18,696 2	$18,996 1						$12,600 2		$19,074 4			$19,800 1
Architectural & Environmental Design	$32,000 1			$28,850 2			$25,185 7										$27,883 45 $31,200 $24,504	
Biological		$20,563 8			$19,701 20 $24,000 $16,000	$19,630 8	$18,140 7	$22,311 11	$21,636 4	$11,440 1			$12,000 1		$12,000 1			$28,214 13
Chemistry		$22,500 1			$19,206 7	$20,401 4	$21,000 1	$20,800 3	$21,600 1					$27,020 1		$18,000 1	$22,050 2	$28,822 83 $31,200 $23,200
Geological		$25,495 2		$20,800 1	$18,750 2	$24,247 4	$17,300 2	$12,480 1										
Mathematics (incl. Statistics)		$31,500 3	$23,333 3	$27,349 6	$20,563 36 $24,827 $16,800	$21,000 31 $23,846 $19,493	$31,700 1	$26,000 1	$24,000 1	$19,000 1				$31,502 13		$30,420 1	$20,853 3	$30,016 6
Physics				$33,287 6	$23,000 2	$23,099 6								$36,609 10		$31,000 1		$34,000 1
Other Physical & Earth Sciences				$16,305 1	$20,130 5		$16,176 3		$30,000 1									$26,767 3
Polymer Science																		$31,851 4
Textile Science																		$29,000 1

BACHELOR'S SUMMARY

	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
Nontechnical Curricula	$24,817 73 $30,000 $19,000	$22,113 41 $27,000 $17,000	$23,545 174 $28,200 $17,000	$25,507 142 $30,000 $20,000	$19,424 992 $24,000 $13,700	$21,088 353 $25,200 $16,300	$21,899 211 $27,000 $16,700	$20,436 58 $30,000 $15,000	$21,192 184 $30,000 $13,904	$17,423 80 $23,000 $13,000	$21,300 11	$15,885 115 $19,500 $12,000	$18,516 40 $26,000 $12,000	$25,068 111 $29,328 $22,080	$25,242 75 $29,763 $21,400	$26,396 171 $30,000 $19,000	$23,880 111 $29,004 $18,500	$27,477 372 $31,600 $23,700
Technical Curricula	$31,225 5	$31,080 133 $35,100 $25,000	$26,504 189 $32,100 $23,532	$31,454 875 $34,000 $28,200	$21,894 123 $26,551 $16,192	$25,448 842 $30,396 $20,195	$25,598 402 $32,300 $20,004	$27,650 387 $33,250 $21,840	$27,873 91 $34,000 $18,050	$20,867 10	$28,000 3	$18,227 3	$19,306 12	$30,850 1317 $33,400 $27,996	$26,382 228 $33,180 $17,496	$32,135 867 $34,200 $29,000	$29,476 506 $34,200 $24,996	$33,001 1801 $36,500 $30,000

MBA - INEXPERIENCED - BY TYPE OF EMPLOYER

	Real Estate	Research Organizations	Transportation	Utilities	Education	Federal Government	State & Local Government	Hospitals	Health Services (excl. Hospitals)	Membership / Religious Organizations	Museums & Cultural Organizations	Social Services / Private Agencies	Other Nonprofit Employers	Aerospace	Agribusiness & Products	Automotive & Mechanical Equipment	Building Materials & Construction	Chemicals, Drugs, & Allied Products
MBA – Nontechnical Undergraduate Degree	$37,700 5	$34,275 4	$38,345 20 $45,000 $30,600	$33,990 12	$25,417 6	$26,839 20 $30,100 $23,500	$29,591 11	$28,800 5	$34,313 6	$22,500 1		$30,000 1		$35,066 6	$38,291 7	$40,382 54 $46,200 $35,000	$33,600 5	$37,077 4 $48,000 $29,000
MBA - Technical Undergraduate Degree			$32,467 3	$41,083 6		$31,490 1	$37,900 1	$35,000 1						$38,455 4		$40,117 12	$45,000 1	$40,190 1

EMPLOYERS CONTINUED ON NEXT PAGE . . .

EMPLOYER CATEGORIES - Continued . . .

	MANUFACTURING EMPLOYERS															
Bachelor's Degree Curricula	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Accounting	$26,487 32 $32,000 $25,800	$26,623 60 $29,500 $23,000	$26,102 57 $30,000 $20,004	$28,714 7	$24,858 16	$24,883 4	$25,400 7	$26,440 26 $28,500 $23,400	$27,339 296 $29,000 $25,200	$25,833 3	$26,843 6	$27,700 12	$25,480 5	$25,400 5	$26,466 28 $29,500 $23,500	$25,094 92 $29,500 $19,440
Business Administration - incl Management Science	$25,666 52 $29,000 $19,000	$25,789 35 $29,000 $21,000	$24,847 65 $29,000 $20,000	$25,803 15	$25,322 17	$24,000 1	$27,001 6	$25,490 14	$27,282 46 $32,700 $24,000	$22,050 4	$23,400 4	$25,400 3	$33,336 3	$24,706 29 $27,000 $22,000	$26,064 23 $30,000 $22,000	$23,417 82 $28,800 $17,000
Distribution Management		$26,600 3	$30,084 16	$26,200 1	$26,833 3			$23,100 2	$27,600 10		$26,833 6			$24,000 1		$17,067 3
Economics & Finance (incl Banking)	$25,275 51 $29,400 $19,000	$26,526 63 $30,000 $22,680	$27,550 63 $32,000 $23,000	$28,005 29 $30,000 $24,000	$21,600 9		$26,112 9	$27,432 22 $28,800 $25,000	$26,820 72 $28,800 $25,000	$26,363 7	$26,400 2	$25,890 10	$26,000 3	$23,206 15	$26,307 29 $29,500 $23,400	$23,904 28 $29,000 $17,496
Hotel / Restaurant Management			$23,000 1	$22,000 1					$27,000 1							$21,657 7
Human Resources (incl Labor Relations)	$24,000 1	$25,513 8	$26,250 2	$21,200 1	$24,500 1	$27,000 1	$26,000 1	$31,068 3	$27,200 11					$27,536 8		
Management Information Systems	$29,295 30 $32,500 $26,000	$28,414 25 $32,000 $24,600	$28,710 9	$26,667 3	$27,727 7			$27,686 9	$29,207 46 $30,684 $27,492			$27,145 5		$21,180 2	$29,381 6	$27,907 6
Marketing / Marketing Management (incl Research)	$24,756 90 $30,000 $18,000	$24,860 76 $29,800 $21,000	$25,410 120 $31,000 $22,000	$24,729 65 $26,500 $22,800	$24,058 28 $26,200 $21,000		$25,663 18	$22,871 28 $26,000 $18,000	$26,160 52 $28,200 $24,500	$26,006 17	$26,060 4	$24,010 18	$26,757 7	$23,622 29 $27,500 $20,600	$24,000 28 $26,500 $18,500	$24,287 64 $30,000 $18,000
Real Estate																
Advertising	$22,400 5	$20,000 3	$23,374 4		$13,400 1			$15,000 1		$25,500 2				$14,000 1	$25,000 1	$26,667 6
Communications	$24,667 6	$24,200 8	$23,169 13	$23,751 8	$25,000 1			$24,310 4	$20,048 2	$26,433 3		$21,000 1		$23,723 3	$26,500 2	$22,667 19
Journalism	$26,250 2	$21,550 2	$24,670 10					$23,250 1		$26,100 2				$16,000 1	$26,496 1	$23,820 5
Telecommunications / Broadcasting		$34,236 1	$23,000 6							$23,000 2				$24,336 1		$20,300 5
Elementary Education															$17,000 1	$20,347 3
Pre-Elementary Education																$14,200 2
Physical Education	$22,000 1								$20,996 3					$12,000 1		$16,000 1
Special Education		$27,500 1														$24,000 1

Curriculum - Continued	MANUFACTURING EMPLOYERS															
	Computers & Business Machines	Electrical & Electronic Mach & Equipment	Food & Beverage Processing	Household & Personal Care Products	**Metals & Metal Products**	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	**Printing**	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	**Widely Diversified**	Other Employers (NEC)
Human Ecology																
Textiles & Clothing			$26,000 1	$30,000 1						$18,000 1				$24,777 15		
Merchandising Management		$24,000 1	$28,000 1											$21,900 2		
Foreign Languages		$30,000 2	$24,504 1	$24,332 3							$30,000 2			$27,996 2		$29,004 4
Letters	$24,064 6	$29,167 3	$28,000 1	$24,150 1				$25,000 1		$19,500 2			$24,000 1	$32,000 1	$31,815 1	$22,566 16
Visual & Performing Arts	$20,003 3		$42,099 4	$20,000 1					$23,400 1	$20,000 1		$21,000 1		$16,640 1		$20,899 5
Humanities-Other	$26,250 4		$28,050 8		$19,000 1		$28,000 1	$17,700 2					$27,400 1	$27,500 1		$22,838 8
Criminal Justice			$24,000 1													$22,550 2
History	$10,000 1		$26,496 1		$28,000 1							$31,000 1				$27,000 1
Political Science / Government	$27,066 1	$28,000 1	$24,017 6	$25,090 5				$27,150 2			$22,500 2			$22,692 4	$19,000 1	$21,000 4
Psychology	$22,000 3	$24,460 5	$25,124 4	$25,008 6				$24,500 2	$28,032 1					$26,750 4	$22,500 1	$19,999 9
Sociology		$18,600 1	$27,300 5							$14,000 1	$35,000 1					$22,050 1
Social Sciences-Other	$27,900 1	$28,500 1	$26,165 3	$50,064 2	$24,000 1			$26,500 1					$30,000 1		$16,000 1	$22,500 6
Aerospace & Aeronautical Engineering	$33,250 4	$31,802 9	$26,000 1		$29,886 1				$34,467 3						$30,000 6	$29,281 12
Agricultural Engineering		$26,500 1	$31,528 24 $35,000 $29,000						$36,000 2		$32,000 1				$25,500 2	$32,000 1
Architectural Engineering									$33,300 9							
Bioengineering & Biomedical Engineering	$27,500 1	$32,256 3		$35,000 1				$35,400 1	$33,000 1			$31,833 3			$31,063 3	$28,624 9
Chemical Engineering	$33,183 10	$34,517 60 $36,000 $32,500	$34,792 48 $36,600 $33,000	$35,503 35 $36,396 $35,400	$32,947 16	$33,600 3	$34,747 11	$35,226 96 $36,400 $34,000	$36,235 666 $38,820 $34,100	$35,540 5	$35,004 47 $36,000 $34,200	$33,067 7	$34,000 5	$35,458 28 $38,000 $32,000	$35,061 86 $36,500 $33,400	$34,900 31 $36,000 $33,000
Civil Engineering	$33,500 3	$29,893 10	$31,860 3	$33,000 1	$30,846 17	$30,000 3		$32,100 6	$32,774 115 $35,500 $30,000			$26,567 6	$30,821 4		$28,630 12	$28,746 74 $31,992 $25,500
Computer Engineering	$32,297 84 $35,400 $28,000	$32,555 91 $34,800 $30,000		$33,456 2	$32,079 4			$31,217 12	$32,473 15		$31,700 3	$32,532 5	$32,300 2	$27,000 1	$32,182 18	$30,867 3

Curriculum - Continued	MANUFACTURING EMPLOYERS																
	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Electrical Engineering	$32,899 356 $36,000 $30,000	$32,378 850 $34,500 $30,000	$32,398 31 $35,000 $30,000	$33,632 16	$32,641 104 $34,200 $31,200	$32,486 7	$29,127 3	$33,754 53 $35,400 $31,500	$34,132 149 $36,500 $31,500		$33,949 9	$31,808 30 $34,100 $28,500	$33,727 11	$34,221 14	$32,070 73 $35,400 $28,992	$30,158 82 $33,600 $26,000
Environmental Engineering																
Industrial Engineering	$31,665 18	$31,468 135 $33,600 $29,000	$31,155 37 $33,100 $28,000	$32,340 16	$30,954 38 $32,800 $28,200	$28,300 1	$29,950 4	$32,442 21 $34,380 $31,000	$32,982 26 $35,520 $28,800		$27,500 3	$31,304 8	$31,770 10	$30,151 9	$30,408 40 $33,000 $27,000	$29,073 41 $32,500 $25,200
Mechanical Engineering	$32,202 53 $34,000 $30,000	$32,112 440 $34,000 $30,000	$33,400 78 $35,400 $31,500	$32,680 17	$31,798 182 $34,140 $29,820	$32,883 6	$33,082 22 $34,800 $31,000	$33,985 90 $35,508 $32,000	$35,038 440 $37,800 $31,800	$29,500 2	$33,183 44 $34,200 $31,000	$31,929 44 $34,560 $30,000	$31,761 13	$32,730 31 $35,900 $29,120	$32,471 115 $35,400 $30,000	$30,618 118 $33,600 $27,996
Metallurgical Engineering	$32,660 2	$31,827 15		$34,000 1	$32,481 92 $34,200 $31,200	$32,438 10		$35,067 3	$33,825 4		$35,200 1		$30,754 13		$33,267 3	$31,617 6
Mining Engineering					$30,000 1	$30,439 21 $33,036 $28,500			$33,875 4						$34,000 1	$31,500 1
Nuclear Engineering		$33,123 13			$32,560 3				$32,000 1		$31,200 1		$30,600 1		$32,500 1	$28,167 3
Petroleum Engineering									$35,881 136 $39,600 $30,500			$38,000 1				
Textile Engineering								$34,000 1						$31,502 5		$33,000 1
Engineering Technology	$28,971 12	$29,120 56 $33,000 $23,000	$34,500 2	$22,000 1	$30,481 22 $34,000 $27,600	$32,004 1		$30,570 13	$31,010 43 $34,992 $29,400	$26,000 1	$28,733 3	$27,390 15		$18,996 1	$29,749 12	$28,460 24 $35,000 $21,996
Industrial Technology	$36,000 2	$29,763 16		$30,000 1	$23,000 2			$33,300 1	$30,356 5		$33,336 3	$27,333 6		$27,933 3	$33,000 3	$26,550 9
Agribusiness			$22,015 13				$23,000 1		$28,575 4						$22,750 4	$19,763 7
Animal Sciences			$21,083 14				$24,000 1									$15,667 3
Plant Sciences			$24,500 1					$18,246 2							$33,000 1	$23,750 2
Natural Resources							$17,500 1	$22,167 4								
Other Agricultural Sciences			$25,981 27 $30,000 $22,000				$32,500 1								$10,000 1	$26,500 2
Computer Science	$31,545 168 $35,000 $27,000	$31,873 124 $34,500 $29,000	$26,180 9	$32,350 4	$28,244 8		$23,000 1	$30,602 6	$31,202 77 $33,600 $28,800	$24,500 2	$28,950 12	$31,515 4	$27,600 2	$32,250 2	$30,583 12	$29,575 23 $32,000 $26,000
Computer Programming	$29,765 9	$30,880 5			$22,500 1			$28,000 1	$30,700 6		$32,454 2	$30,000 1			$29,960 4	$25,800 1
Information Sciences & Systems	$29,470 34 $33,760 $27,000	$29,683 18	$27,633 3	$33,333 6	$26,743 7		$30,000 1	$29,265 6	$30,173 38 $32,000 $28,560	$29,000 1	$30,600 1	$28,200 1	$29,850 2		$29,913 8	$23,167 3
Systems Analysis	$27,000 2	$32,400 2									$33,900 1					$31,000 2

MANUFACTURING EMPLOYERS

Curriculum - Continued	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Allied Health																$19,050 2
Health Sciences																
Nursing													$13,500 1			$24,000 1
Pharmacy																$37,896 5
Actuarial									$24,000 1						$30,996 2	$16,999 3
Architectural & Environmental Design									$30,102 2			$29,200 1			$28,000 1	$21,749 6
Biological		$20,000 1	$15,250 2		$21,600 1			$15,288 1	$30,744 2			$25,000 1		$27,250 1	$23,250 2	$22,333 6
Chemistry		$34,992 2	$27,552 2		$29,633 3		$31,000 1	$30,000 3	$30,317 13				$29,000 1		$25,675 2	$24,840 5
Geological					$24,000 1				$27,593 6			$39,996 1				$17,154 2
Mathematics (incl. Statistics)	$29,506 18	$30,419 13	$25,200 1		$29,780 2		$25,000 1	$27,775 2	$30,845 15					$28,128 1	$29,667 3	$15,125 4
Physics	$28,683 6	$33,783 6		$33,000 2					$32,000 1			$18,000 1			$24,350 2	$29,200 2
Other Physical & Earth Sciences								$21,250 2						$22,000 1		$22,500 1
Polymer Science		$33,900 1			$33,120 1								$31,050 2			
Textile Science		$23,000 1							$31,500 1					$26,880 26 $28,500 $25,116		

BACHELOR'S SUMMARY

	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
Nontechnical Curricula	$25,802 200 $32,000 $19,000	$26,029 290 $30,000 $21,300	$26,100 402 $31,000 $21,000	$26,021 149 $30,000 $22,500	$24,418 84 $27,500 $20,000	$25,000 6	$25,955 40 $29,000 $20,800	$25,447 118 $28,800 $20,000	$27,326 533 $30,000 $25,000	$21,830 45 $26,500 $16,200	$27,129 29 $30,300 $23,040	$25,974 51 $30,000 $20,000	$28,100 21 $30,000 $25,000	$24,190 126 $28,000 $19,500	$25,518 114 $29,500 $20,400	$23,801 394 $30,000 $17,000
Technical Curricula	$32,005 782 $35,100 $28,000	$32,100 1872 $34,500 $29,900	$30,850 296 $35,400 $24,000	$33,817 91 $36,000 $31,200	$31,606 506 $34,140 $28,800	$31,530 52 $34,000 $29,500	$31,733 46 $35,000 $25,000	$33,273 318 $36,000 $29,000	$34,751 1785 $38,000 $30,000	$30,873 11	$33,116 181 $35,700 $30,300	$30,985 135 $34,116 $26,500	$31,440 67 $34,800 $28,500	$31,325 115 $36,000 $25,800	$31,836 389 $35,900 $28,128	$29,296 487 $34,200 $23,000

MBA - INEXPERIENCED - BY EMPLOYER TYPE

	Computers & Business Machines	Electrical & Electronic Mach. & Equipment	Food & Beverage Processing	Household & Personal Care Products	Metals & Metal Products	Mining	Packaging & Allied Products	Paper & Wood Products	Petroleum & Allied Products	Printing	Rubber Products	Scientific & Industrial Meas. Instruments (incl Medical)	Stone, Clay, Glass, & Concrete Products	Textiles & Apparel	Widely Diversified	Other Employers (NEC)
MBA - Nontechnical Undergraduate Degree	$38,633 23 $44,000 $34,000	$36,865 24 $44,000 $29,000	$39,176 36 $49,000 $30,000	$39,767 24 $49,000 $29,004	$32,332 9	$33,000 2	$40,200 1	$34,700 8	$36,377 41 $42,996 $29,400	$33,067 3	$34,300 2	$32,067 3	$36,013 3	$30,000 1	$40,407 15	$32,817 18
MBA - Technical Undergraduate Degree	$41,250 4	$38,667 9	$36,300 7	$39,667 3	$39,850 2			$35,950 4	$38,000 10		$45,000 1	$42,500 1		$45,000 2	$36,350 2	

Beginning salary offers to all candidates by curriculum and functional area

This diagram indicates arrrangement of data in blocks

Average 90th Percentile 10th Percentile	$24,876 630 $28,000 $21,600	Number of Offers

FUNCTIONAL AREA

	FINANCE												COMMUNICATIONS					
Bachelor's Degree Curriculum	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	**Investment Banking - Corporate Finance**	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	**Portfolio Management / Brokerage**	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	**Reporting**	Production	Public Relations	Writing / Editing
Accounting	$26,833 3906 $30,500 $23,000	$25,310 1199 $29,000 $20,000	$21,225 20 $24,500 $15,000	$26,292 12	$26,720 7	$32,000 1	$22,123 1		$26,010 104 $29,500 $21,900	$20,250 2	$20,000 1	$20,804 1				$30,000 2		
Business Administration (incl. Management Science)	$24,892 67 $33,000 $20,000	$22,472 44 $28,800 $14,000	$22,650 38 $26,000 $17,400	$22,278 28 $27,000 $19,300	$27,242 10	$21,167 2	$26,500 2	$18,075 4	$25,653 67 $30,000 $21,000	$23,118 21 $28,000 $16,200	$23,204 46 $25,000 $20,800	$22,081 57 $25,000 $18,000	$12,000 1		$20,000 1	$26,440 8	$20,209 9	$22,300 2
Distribution Management																		
Economics & Finance (incl. Banking)	$27,308 103 $31,000 $23,500	$25,698 190 $30,000 $21,000	$21,072 154 $26,004 $18,000	$24,440 209 $28,000 $20,000	$28,844 81 $34,000 $23,000	$25,600 10	$24,249 8	$24,599 15	$26,754 480 $32,000 $20,400	$23,845 42 $30,000 $18,000	$23,877 79 $27,660 $20,000	$23,428 46 $26,000 $20,796				$29,700 2	$22,867 3	$26,433 3
Hotel / Restaurant Management																	$23,000 1	
Human Resources (incl. Labor Relations)		$20,000 1		$19,000 2					$20,826 2		$21,560 5	$21,054 7						$19,902 1
Management Information Systems	$28,635 11	$27,149 5							$28,464 10	$31,000 1	$13,200 1	$23,000 1				$24,000 1		
Marketing / Marketing Management (incl. Research)	$26,066 6	$24,542 12	$21,283 18	$21,457 14	$20,450 4			$16,917 3	$24,687 13	$23,428 7	$24,015 29 $30,000 $18,000	$22,212 25 $25,000 $18,200	$22,500 2	$19,075 4	$17,000 1	$20,500 2	$19,214 7	$17,025 4
Real Estate		$25,200 1		$26,500 2			$30,000 3		$29,240 4	$18,000 1	$20,380 2	$22,000 1						
Advertising									$19,000 2	$18,000 1			$15,000 1	$17,000 7		$15,600 1	$17,983 6	$15,000 2
Communications		$24,000 3	$20,067 3	$26,333 3	$30,000 2			$16,000 1	$20,300 5	$25,500 2	$27,000 1	$20,701 8	$17,000 2	$16,493 3	$18,246 7	$21,052 10	$20,177 25 $25,000 $16,000	$19,200 12
Journalism									$25,000 1			$19,802 3	$18,996 1	$16,000 1	$15,056 12	$21,300 2	$16,962 10	$18,180 28 $25,200 $13,000
Telecommunications / Broadcasting											$24,375 8	$16,640 1		$20,239 6	$12,500 3	$20,786 7	$16,660 3	$19,000 2
Elementary Education									$25,000 1							$18,000 1		
Pre-Elementary Education																		
Physical Education		$30,996 2			$13,000 1				$27,906 1									
Special Education																		

FUNCTIONAL AREA

Curriculum - Continued	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Human Ecology												$20,806 1						$20,000 1
Textiles & Clothing																		
Merchandising Management													$12,480 1					
Foreign Languages	$31,000 1	$27,996 2	$18,700 3	$28,917 3		$26,004 2		$18,500 1	$32,000 1								$27,376 4	$21,600 5
Letters	$26,603 6	$22,000 1	$20,938 8	$23,600 5	$33,000 4				$25,250 2		$24,300 6	$21,978 7	$18,000 1	$18,000 2	$15,500 3	$22,500 2	$18,544 9	$22,050 28 $27,500 $17,000
Visual & Performing Arts		$14,750 2			$30,000 1				$17,100 1		$24,000 1		$19,625 15	$13,500 1			$20,445 3	
Humanities-Other		$24,000 1	$24,033 3	$30,000 2	$35,000 1			$21,250 2	$29,000 1		$23,686 5	$22,622 5	$18,375 4			$18,000 1	$31,072 4	$25,500 1
Criminal Justice							$19,200 1				$24,760 2	$20,250 2						
History			$22,370 4	$32,000 2	$31,000 4				$20,429 7		$21,500 2	$23,250 2		$17,500 1		$26,000 1	$20,000 3	$22,336 3
Political Science / Government	$31,000 1	$23,000 2	$21,786 7	$27,500 6	$30,000 7			$26,333 3	$20,315 13	$24,000 3	$26,417 6	$25,917 6		$31,000 1		$19,500 1	$22,198 5	$15,167 3
Psychology	$29,500 2	$29,300 2	$16,780 5	$21,000 2	$30,200 3			$24,750 2	$24,358 4	$13,750 2	$22,025 4	$24,000 3		$25,000 1		$25,000 1	$17,590 4	$16,131 8
Sociology			$24,000 2							$22,000 1		$22,000 1	$14,500 1			$18,000 1		
Social Sciences-Other	$20,000 1		$19,665 10	$19,813 3	$30,625 4	$30,000 1		$18,500 1	$31,000 9	$21,000 2	$23,050 2	$21,733 3		$20,000 2		$20,000 1	$17,843 10	$16,199 5
Aerospace & Aeronautical Engineering										$31,000 1								
Agricultural Engineering									$24,996 1							$35,000 1		
Architectural Engineering																		
Bioengineering & Biomedical Engineering									$36,000 1									
Chemical Engineering													$34,600 1			$20,000 2		
Civil Engineering								$27,300 1	$30,353 4									
Computer Engineering																$33,300 1		

FUNCTIONAL AREA

	FINANCE												COMMUNICATIONS					
Curriculum - Continued	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	Investment Banking - Corporate Finance	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	Portfolio Management / Brokerage	Insurance - Underwriting	Insurance - Claims	Design /Graphic Arts	Media Planning	Reporting	Production	Public Relations	Writing / Editing
Electrical Engineering	$31,000 1				$40,000 1	$31,500 1	$32,000 1	$28,000 1	$32,233 3			$32,000 1	$32,700 1	$32,610 2		$31,679 7	$31,500 1	$30,720 1
Environmental Engineering																		
Industrial Engineering	$30,600 1	$28,050 2	$27,500 1		$31,500 2	$31,000 1			$31,625 4	$32,000 1						$33,092 5		
Mechanical Engineering					$35,847 3				$32,750 2				$27,300 1			$32,325 4		
Metallurgical Engineering																		
Mining Engineering																		
Nuclear Engineering																$15,000 1		
Petroleum Engineering																		
Textile Engineering																		
Engineering Technology							$30,500 1				$20,117 6							
Industrial Technology																		
Agribusiness	$25,500 1	$25,333 3		$18,850 4			$18,000 1			$20,000 1		$13,200 1					$29,000 1	
Animal Sciences																		$18,998 4
Plant Sciences																		
Natural Resources																		
Other Agricultural Sciences				$19,500 1														
Computer Science		$26,520 1	$38,300 1		$30,333 3	$26,500 1		$32,000 1	$29,500 1		$18,000 1	$22,500 1	$19,000 1		$31,824 1	$26,275 1	$29,250 2	$24,000 1
Computer Programming									$32,500 2									
Information Sciences & Systems		$30,000 1	$25,400 1		$30,000 1		$19,000 1		$28,500 1									$36,000 2
Systems Analysis																		

FUNCTIONAL AREA

CONTINUED ...	FINANCE												COMMUNICATIONS					
	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	**Investment Banking - Corporate Finance**	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	**Portfolio Management / Brokerage**	Insurance - Underwriting	Insurance Claims	Design / Graphic Arts	Media Planning	**Reporting**	Production	Public Relations	Writing / Editing
Allied Health																		
Health Sciences		$22,000 1		$21,996 1								$22,800 1						
Nursing												$19,100 1						
Pharmacy																		
Actuarial																	$15,400 2	
Architectural & Environmental Design	$27,000 1										$30,000 1		$20,721 4				$24,000 1	
Biological		$30,744 2									$22,000 1	$28,500 1						
Chemistry									$31,250 2									
Geological														$17,154 2				
Mathematics (incl. Statistics)	$29,000 4	$14,560 1	$34,000 1	$20,567 3	$30,400 5			$26,000 1	$27,470 15	$22,750 2	$25,500 3	$23,920 5	$33,000 1				$15,600 1	
Physics									$29,500 1							$23,912 1		
Other Physical & Earth Sciences																		
Polymer Science																		
Textile Science													$27,000 1					

BACHELOR'S SUMMARY

	Accounting (Public)	Accounting (Private)	Commercial Banking (Consumer)	Commercial Banking (Lending)	**Investment Banking - Corporate Finance**	Investment Banking - Mergers & Acquisitions	Investment Banking - Real Estate	Investment Banking - Sales & Trading	Financial / Treasury Analysis	**Portfolio Management / Brokerage**	Insurance - Underwriting	Insurance Claims	Design / Graphic Arts	Media Planning	**Reporting**	Production	Public Relations	Writing / Editing
Nontechnical Curricula	$26,020 4100 $30,800 $23,000	$25,267 1475 $29,500 $20,000	$21,776 275 $26,004 $17,400	$24,290 293 $28,500 $20,000	$28,010 100 $34,000 $22,000	$25,022 16	$25,467 15	$22,500 32 $28,000 $18,000	$26,541 737 $31,200 $20,400	$23,206 96 $30,000 $16,500	$23,647 200 $28,000 $20,090	$22,306 190 $25,500 $18,000	$18,547 29 $25,900 $12,400	$18,911 29 $25,000 $14,000	$15,983 27 $20,000 $12,000	$22,537 44 $30,000 $15,000	$20,068 106 $25,000 $14,400	$19,860 164 $26,400 $13,780
Technical Curricula	$28,703 8	$26,061 11	$31,475 4	$29,200 8	$32,300 15	$30,333 3	$24,875 4	$28,325 4	$29,663 37 $35,000 $25,000	$25,700 8	$26,767 12	$23,427 11	$25,000 10	$32,610 7	$22,044 3	$30,006 23 $35,000 $23,912	$23,624 8	$25,330 8

More Job Functions On Next Page ...

FUNCTIONAL AREA CATEGORIES -Continued . . .

Bachelor's Degree Curricula	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Accounting		$20,000 1	$21,433 3	$27,000 1		$24,000 1	$22,333 6	$16,000 1	$22,836 44 $26,880 $19,025	$17,880 1	$22,000 1	$20,497 2	$20,000 1					
Business Administration - incl. Management Science	$16,000 3	$25,056 79 $33,000 $16,000	$24,451 85 $28,500 $19,500	$25,046 37 $33,000 $18,000	$24,194 23 $27,500 $19,500	$24,191 34 $27,500 $18,200	$23,891 244 $28,000 $18,000	$22,055 9	$23,864 13	$25,000 1	$31,667 3	$20,376 12				$29,500 2		$24,386 7
Distribution Management			$23,140 1	$26,573 57 $32,000 $20,484		$25,800 5	$20,467 6					$21,388 6						
Economics & Finance (incl. Banking)	$29,067 3	$25,539 20 $30,000 $19,000	$23,793 40 $28,000 $19,000	$24,857 7	$23,820 14	$24,238 8	$24,777 200 $30,004 $19,000	$21,400 3	$23,219 27 $26,500 $20,196	$23,519 10	$19,000 2	$20,790 12		$28,750 2		$33,280 3		$24,000 2
Hotel / Restaurant Management		$22,667 3					$22,000 2											
Human Resources (incl. Labor Relations)		$23,125 4		$27,500 1	$34,000 1		$22,331 26 $25,000 $18,000	$20,195 1	$24,000 1					$31,000 1				$28,212 6
Management Information Systems		$24,233 6			$31,900 1		$24,740 9	$29,000 1				$21,006 2		$24,996 2				
Marketing / Marketing Management (incl. Research)	$22,356 32 $25,500 $18,000	$24,532 86 $30,000 $18,000	$23,536 188 $27,000 $19,000	$25,486 38 $28,030 $22,100	$24,880 55 $29,736 $19,000	$24,774 8	$24,141 923 $28,200 $18,000	$22,199 7	$17,231 4	$23,790 2	$24,556 9	$19,006 6	$21,986 1	$20,196 1		$26,000 1		$27,900 3
Real Estate							$23,750 6											
Advertising	$20,080 25 $24,996 $15,000	$12,000 1	$15,000 1				$22,965 41 $30,000 $16,500	$11,000 1	$21,000 1									$20,000 1
Communications	$19,288 8	$22,250 6	$22,500 8	$21,936 3	$22,885 7		$22,146 186 $29,500 $16,000	$17,140 5	$22,000 1		$10,333 3	$19,800 2	$23,000 1					$37,200 1
Journalism	$16,320 5	$17,250 4	$22,217 6			$18,250 2	$23,985 29 $28,500 $18,000	$17,550 2				$21,400 1						
Telecommunications / Broadcasting	$19,500 4		$21,794 8		$16,900 1	$15,000 1	$22,026 18											
Elementary Education							$25,000 1				$17,000 1	$28,000 1						
Pre-Elementary Education																		
Physical Education		$14,500 2					$24,600 2				$25,000 1	$18,870 3						
Special Education										$25,000 1						$27,000 1		

CONTINUED ...	MARKETING							PUBLIC ADMINISTRATION								ENGINEERING			
	Advertising	Brand /Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban / Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Human Ecology			$22,000 3				$18,000 2											
Textiles & Clothing		$18,500 1	$20,484 90 $23,000 $18,000				$21,389 9									$28,500 1		$25,533 3
Merchandising Management		$21,250 2	$21,043 19				$21,798 10											
Foreign Languages		$39,000 2	$23,956 5		$26,500 2		$22,285 12	$18,000 1				$19,528 2	$24,768 3					
Letters	$17,800 5	$23,792 3	$24,898 10	$26,000 2	$22,000 1		$21,805 18	$17,147 3				$16,800 1	$16,305 1					$31,500 1
Visual & Performing Arts	$35,898 5		$26,250 8				$20,200 9											
Humanities-Other	$22,500 1	$35,867 3	$22,106 17	$37,000 2			$24,407 33 $28,280 $19,000	$10,000 1	$31,850 2		$24,000 3	$18,875 4						
Criminal Justice			$13,500 2				$24,167 3	$19,000 1			$22,987 24 $30,000 $17,500							
History	$23,750 4	$15,000 1	$25,000 4		$23,000 3		$23,886 15	$25,000 1				$23,830 6	$24,986 1	$16,000 1				
Political Science / Government	$18,200 2	$24,500 6	$25,985 13			$14,100 1	$24,089 32 $29,460 $18,000	$22,324 8	$23,000 4	$20,000 1	$22,000 1	$21,930 12	$20,195 1					
Psychology	$24,500 2	$29,250 2	$23,100 20 $27,000 $19,000	$13,500 1	$24,000 2	$23,000 2	$22,589 39 $27,500 $17,000		$21,956 2		$19,773 4	$22,500 2						
Sociology			$18,833 3		$19,833 3		$23,943 12				$21,500 1							
Social Sciences-Other	$25,867 3	$27,000 3	$23,080 3		$20,000 3		$26,037 13	$19,333 3	$28,000 1		$12,480 1	$23,483 6						
Aerospace & Aeronautical Engineering							$30,500 1					$22,500 2	$27,000 1			$29,965 80 $32,780 $26,400		$31,367 23 $31,980 $30,420
Agricultural Engineering		$28,876 4	$30,000 1				$29,004 1									$28,900 3	$25,800 2	$29,518 10
Architectural Engineering																$29,284 60 $34,200 $25,000		
Bioengineering & Biomedical Engineering							$28,000 2								$28,723 12			$33,531 4
Chemical Engineering	$30,000 1	$34,417 6		$34,800 2	$33,720 1		$35,821 17	$26,000 1			$36,000 2	$25,000 1			$36,587 72 $37,200 $33,996	$33,995 56 $36,500 $30,000	$33,036 34 $36,000 $30,000	$34,859 131 $36,240 $33,000
Civil Engineering							$29,780 5					$21,718 5		$25,734 9	$30,000 9	$27,812 [illegible] $33,000 $23,795	$28,452 147 $33,276 $23,795	$30,000 23 $33,500 $28,000
Computer Engineering					$30,885 3		$23,780 2					$28,244 1				$30,885 7	$29,000 3	$30,500 5

FUNCTIONAL AREA

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand / Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Electrical Engineering		$30,133 3	$30,000 1	$31,500 1	$32,280 7		$31,483 59 $33,600 $30,000	$25,950 3		$33,380 2	$32,080 6	$25,040 15			$28,080 1	$31,786 334 $34,800 $29,000	$30,975 12	$32,430 385 $35,000 $30,000
Environmental Engineering																	$28,228 4	
Industrial Engineering		$35,700 2	$23,000 1	$30,600 1	$31,029 1	$28,580 1	$30,050 43 $32,032 $29,000				$31,800 1	$24,040 5	$24,501 3			$29,873 58 $33,300 $24,996	$27,644 4	$30,731 420 $33,600 $26,500
Mechanical Engineering		$33,031 9			$30,096 1	$30,000 1	$31,286 69 $33,600 $28,200	$27,431 5	$27,500 1	$23,000 1	$32,344 1	$24,219 9	$32,080 1		$32,332 9	$31,739 551 $35,400 $28,000	$31,083 31 $34,560 $28,800	$32,384 897 $35,400 $29,000
Metallurgical Engineering	$30,600 1						$30,000 4							$26,000 1		$32,500 10		$32,535 59 $34,800 $30,000
Mining Engineering							$29,000 2									$30,850 3	$22,980 4	$36,000 1
Nuclear Engineering																$32,407 8	$32,220 1	
Petroleum Engineering																$34,116 16	$27,900 1	$37,723 12
Textile Engineering																		
Engineering Technology		$26,040 4	$30,000 1		$34,982 1	$22,982 1	$25,385 26 $32,304 $18,000					$26,252 1				$28,944 83 $34,080 $21,996	$29,580 5	$30,983 82 $36,000 $25,000
Industrial Technology							$24,493 1									$31,380 3		$29,636 98 $34,692 $26,400
Agribusiness		$24,382 5	$22,500 4	$17,500 1	$23,400 2		$25,000 23 $30,000 $18,000	$17,984 2								$24,720 1	$21,000 1	
Animal Sciences		$12,000 1	$19,000 1				$25,375 2											
Plant Sciences			$19,982 1				$24,125 4										$34,992 1	
Natural Resources												$20,700 1		$17,000 1				
Other Agricultural Sciences							$28,875 4	$17,000 1										$26,833 3
Computer Science		$34,000 1					$32,115 4					$25,827 2	$32,700 1			$31,916 6	$28,300 1	$31,100 3
Computer Programming																$28,500 2		
Information Sciences & Systems			$28,500 1				$18,000 1					$24,747 2				$30,000 1		
Systems Analysis																		$33,000 2

	MARKETING							PUBLIC ADMINISTRATION							ENGINEERING			
	Advertising	Brand/ Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Allied Health																		
Health Sciences							$13,250 1											
Nursing											$13,500 1							$28,500 1
Pharmacy		$40,000 1		$37,450 4			$32,000 2											
Actuarial		$24,000 2					$28,096 3											
Architectural & Environmental Design							$19,902 1							$24,089 9		$27,818 17	$21,350 2	$29,400 1
Biological		$35,000 1	$15,750 2				$26,939 15	$22,000 1				$19,400 2		$20,267 3	$21,000 2		$20,375 2	$21,600 1
Chemistry					$29,000 1	$27,354 4	$27,756 29 $30,000 $23,200	$24,786 1			$16,000 1				$27,000 2		$24,450 2	$28,000 3
Geological							$27,500 2				$18,000 1	$26,984 2		$19,600 1		$23,000 1	$22,600 3	
Mathematics (incl. Statistics)		$33,500 1	$22,800 1		$30,900 2		$26,400 5		$25,200 1			$18,882 3				$26,000 1		$30,420 1
Physics							$21,996 1					$22,500 2						
Other Physical & Earth Sciences							$24,933 3							$15,264 2			$27,500 1	$24,500 1
Polymer Science																		
Textile Science		$24,000 1					$24,800 2											

BACHELOR'S SUMMARY

	Advertising	Brand/ Product Management	Buyer / Merchandising	Distribution	Market Research	Purchasing	Sales	Executive, Legislative, & General	Finance, Taxation, Monetary Policy	Economic Programs	Law Enforcement	Military	National Security	Urban/Regional Planning	Bioengineering	Design/ Construct	Environmental/ Sanitation	Manufacturing / Industrial
Nontechnical Curricula	$21,703 182 $26,496 $15,000	$24,833 236 $31,000 $18,000	$23,016 537 $27,000 $19,000	$25,724 140 $32,000 $18,200	$24,200 116 $30,000 $16,500	$23,050 62 $28,000 $18,000	$23,861 1837 $29,000 $18,000	$20,321 48 $27,000 $16,000	$22,950 100 $28,000 $18,000	$23,250 26 $27,000 $19,500	$22,857 54 $30,000 $17,000	$21,108 80 $25,776 $16,000	$22,311 9	$24,955 7		$30,105 8		$26,541 24 $30,400 $20,400
Technical Curricula	$30,300 2	$30,000 41 $35,400 $24,000	$23,100 14	$33,229 9	$30,736 19	$27,272 7	$29,435 334 $33,600 $22,500	$24,374 14	$26,300 2	$30,400 3	$28,037 13	$24,200 53 $30,306 $19,400	$27,062 6	$23,167 26 $27,500 $17,500	$33,103 107 $36,900 $28,500	$30,096 1999 $34,800 $24,752	$29,334 281 $34,800 $23,706	$32,099 2136 $36,400 $28,176

FUNCTIONAL AREA CATEGORIES - Continued . . .

Bachelor's Degree Curricula	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administrative - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Accounting	$27,360 2								$28,400 4	$27,500 2			$31,500 3					
Business Administration / incl. Management Science	$28,755 8		$27,700 2		$19,000 1		$20,000 1	$32,200 2	$27,587 4	$21,007 10	$16,000 1			$20,000 1	$30,200 1			$20,750 2
Distribution Management																		
Economics & Finance (incl. Banking)	$29,300 3		$27,000 1				$23,000 1	$33,000 1	$24,971 7	$19,625 4								$31,750 2
Hotel / Restaurant Management																		
Human Resources (incl. Labor Relations)							$35,004 1		$24,000 1									
Management Information Systems	$29,143 10		$30,000 1		$28,360 2				$28,575 8									
Marketing / Marketing Management (incl. Research)	$29,700 1	$24,000 1	$26,800 2					$35,000 2	$24,800 3	$26,470 3								$19,500 2
Real Estate																		
Advertising																		
Communications																		
Journalism									$28,000 2									
Telecommunications / Broadcasting									$22,500 1									
Elementary Education																		$18,833 3
Pre-Elementary Education																		$22,225 1
Physical Education													$12,000 1			$15,000 2		$19,007 3
Special Education																		$23,500 2

Curriculum - Continued	ENGINEERING									HEALTH CARE								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Human Ecology												$14,000 1						$19,200 1
Textiles & Clothing					$29,000 1				$22,000 1									
Merchandising Management																		
Foreign Languages																		
Letters																		$18,333 3
Visual & Performing Arts						$21,000 1			$19,500 2	$12,000 1								
Humanities-Other					$33,000 1	$28,000 1			$26,126 2			$22,600 2						
Criminal Justice										$18,500 1				$15,000 1				
History											$22,500 2							
Political Science / Government					$32,500 2									$18,000 1				$18,240 2
Psychology					$25,000 1					$14,700 4		$14,000 1	$15,600 1					$17,180 13
Sociology																		$19,900 1
Social Sciences-Other											$15,400 1							$13,000 4
Aerospace & Aeronautical Engineering	$30,580 16	$31,793 5	$31,300 12	$30,544 5	$30,384 30 $32,700 $25,608	$30,323 35 $33,000 $26,200	$30,400 1	$30,704 21 $32,700 $28,500	$30,802 95 $34,000 $27,000									
Agricultural Engineering					$34,072 6	$26,500 1		$32,138 6	$30,834 10									
Architectural Engineering						$27,000 1		$26,028 9	$28,467 3									
Bioengineering & Biomedical Engineering	$34,500 2			$32,470 1	$32,767 3		$33,000 1	$35,400 1	$28,545 10									
Chemical Engineering	$36,000 1	$32,000 3	$35,411 9	$31,473 3	$36,462 141 $37,380 $33,300	$33,840 12	$35,404 1437 $37,200 $33,300	$34,209 127 $37,000 $28,200	$34,783 201 $37,200 $32,400					$20,150 1				
Civil Engineering	$31,200 2	$31,676 13	$28,000 2		$28,001 9	$25,838 12	$28,872 7	$26,903 110 $33,000 $24,744	$28,434 205 $33,000 $24,500									
Computer Engineering	$30,056 80 $34,049 $26,800	$28,793 3	$32,423 80 $36,000 $29,500	$32,460 44 $35,000 $30,600	$31,687 15	$30,500 7		$29,801 7	$31,[illegible] 85 $34,800 $28,800								$36,400 1	

Curriculum - Continued	ENGINEERING									HEALTH CARE									
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Electrical Engineering	$31,843 170 $35,000 $28,000	$31,885 320 $34,020 $29,100	$31,645 218 $36,000 $26,040	$32,471 291 $34,700 $30,000	$32,030 190 $36,000 $26,252	$31,014 100 $34,200 $26,252	$32,097 47 $36,240 $30,000	$31,711 320 $35,500 $26,252	$31,567 790 $34,520 $26,252			$31,002 2				$20,000 1		
Environmental Engineering								$31,200 1	$36,000 1									
Industrial Engineering	$31,782 25 $33,576 $28,800	$29,636 11	$33,950 4	$32,083 6	$32,130 19	$32,144 9	$29,800 12	$30,435 28 $33,600 $26,252	$30,351 175 $33,600 $26,250									$30,000 1
Mechanical Engineering	$31,121 52 $33,600 $28,500	$31,785 98 $34,200 $28,674	$30,324 11	$32,267 42 $34,000 $30,500	$31,800 172 $35,700 $27,000	$30,134 72 $33,000 $26,252	$33,935 101 $37,000 $30,000	$32,914 522 $36,000 $29,400	$31,942 800 $35,304 $27,720			$33,000 1						
Metallurgical Engineering	$30,000 1	$27,000 1		$32,940 3	$32,256 10	$33,020 5	$31,023 13	$32,884 51 $34,500 $32,000	$31,700 34 $34,000 $29,000									
Mining Engineering					$31,250 2			$29,485 22 $33,000 $25,980	$30,450 10									
Nuclear Engineering		$32,861 7		$35,000 1	$31,100 5	$24,000 1	$32,700 2	$30,457 3	$32,739 25 $34,500 $31,000									$26,000 1
Petroleum Engineering					$37,002 2	$28,350 4	$35,523 13	$35,016 56 $38,100 $32,000	$34,751 56 $39,600 $27,600									
Textile Engineering							$36,500 2	$33,302 5	$33,500 2									
Engineering Technology	$28,700 7	$30,196 15	$27,328 6	$27,400 8	$29,284 10	$29,033 20 $32,400 $25,200	$31,433 3	$29,400 56 $34,500 $25,000	$29,273 90 $34,500 $23,400		$31,533 10							
Industrial Technology	$22,500 1	$30,000 1					$33,000 1		$26,076 8									
Agribusiness																		$18,000 1
Animal Sciences												$14,004 1						$17,356 3
Plant Sciences					$23,000 1													$17,000 1
Natural Resources							$29,660 1						$25,000 1					
Other Agricultural Sciences	$33,000 1																	
Computer Science	$30,605 50 $34,500 $27,000		$31,737 118 $35,500 $28,200	$31,227 9	$30,500 7	$27,700 2		$30,000 4	$30,783 63 $34,000 $27,000	$27,500 1		$18,000 1					$25,111 7	$27,500 2
Computer Programming	$27,000 6		$31,154 9		$31,000 1													
Information Sciences & Systems	$29,100 3		$32,172 5	$32,333 3	$33,000 2				$30,000 1								$22,983 3	
Systems Analysis	$33,000 1	$30,500 1																

Continued

	ENGINEERING								
	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering
Allied Health							$33,960 1		
Health Sciences									
Nursing									
Pharmacy									
Actuarial									
Architectural & Environmental Design					$29,400 3			$28,958 10	$27,352 16
Biological							$42,000 1		$17,000 1
Chemistry	$27,820 1				$28,384 32 $32,000 $22,500	$24,770 7	$29,775 22 $31,008 $28,704	$29,900 1	$42,000 1
Geological					$15,000 1			$29,400 2	$29,732 3
Mathematics (incl. Statistics)	$30,406 6		$34,335 10			$26,930 2		$28,100 2	$28,730 9
Physics	$28,917 6	$30,360 1	$33,435 3	$33,800 1	$31,512 5		$33,000 1	$30,333 3	$30,587 16
Other Physical & Earth Sciences									
Polymer Sciencer					$31,140 2				$32,225 5
Textile Science								$31,500 1	

	HEALTH CARE								
	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Allied Health	$18,133 3		$25,181 22 $28,500 $23,000		$27,246 19		$30,621 54 $32,000 $28,000		$25,501 32 $31,200 $20,280
Health Sciences	$21,003 5		$25,560 5	$22,000 1	$27,305 4		$18,333 3		$19,811 10
Nursing	$25,093 3			$28,319 239 $33,250 $22,500					$37,704 1
Pharmacy						$37,575 67 $45,973 $29,368			
Actuarial									
Architectural & Environmental Design									
Biological	$40,000 1	$19,000 1	$19,110 4						$21,169 12
Chemistry									$21,300 2
Geological									
Mathematics (incl. Statistics)					$26,000 1				
Physics									
Other Physical & Earth Sciences									$30,000 1
Polymer Sciencer									
Textile Science									

BACHELOR'S SUMMARY

	Systems/ Programming	Power Systems	Software Design & Development	Hardware Design & Development	Research & Development	Testing	Process Engineering	Project Engineering	Other Engineering
Nontechnical Curricula	$28,908 24 $30,000 $27,240	$24,000 1	$27,667 6		$28,450 8	$24,500 2	$26,001 3	$33,480 5	$26,214 35 $31,500 $20,000
Technical Curricula	$31,197 436 $34,500 $27,000	$31,736 485 $34,020 $28,674	$31,851 497 $36,000 $27,000	$32,303 417 $34,750 $29,500	$32,328 691 $36,700 $26,252	$30,244 296 $34,200 $25,200	$35,061 1066 $37,200 $32,100	$32,125 1378 $36,000 $26,500	$31,397 2000 $35,400 $26,252

	Administration - Health Care	Industrial Hygiene	Medical Technology	Nursing / Personal Care	Occupational Therapy	Pharmacist	Physical Therapy	Respiratory Therapy	Other Health Related
Nontechnical Curricula	$20,858 25 $27,000 $16,000	$16,100 4	$18,300 4	$24,420 5	$15,000 3	$30,200 1	$15,000 2		$18,940 30 $23,500 $13,800
Technical Curricula	$24,515 13	$30,874 19	$24,577 36 $29,004 $20,009	$28,279 241 $33,250 $22,500	$26,922 25 $30,000 $24,000	$37,575 67 $45,973 $29,368	$29,802 58 $32,000 $27,000	$25,830 11	$23,531 67 $31,500 $17,352

FUNCTIONAL AREA CATEGORIES - Continued

Bachelor's Degree Curricula	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration-Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Accounting					$27,779 10	$22,457 5	$27,966 6				$27,488 43 $30,000 $25,500	$20,000 1	$23 744 42 $27,800 $18,600					
Business Administration - incl. Management Science	$19,975 4	$16,367 3	$23,375 4	$15,600 1	$27,121 30 $32,700 $21,000	$28,118 26 $31,500 $25,000	$26,286 19	$25,833 3			$27,790 109 $32,000 $24,500	$23,534 47 $30,000 $17,000	$21,714 600 $27,600 $17,000	$26,500 1		$29,300 5		$18,200 13
Distribution Management					$26,000 1		$28,500 2				$27,500 1		$23,650 28 $28,200 $18,000				$18,000 1	
Economics & Finance (incl. Banking)	$21,098 3				$26,018 28 $28,500 $20,800	$26,937 33 $30,000 $24,000	$26,628 18	$28,308 6	$16,668 3		$28,353 192 $32,000 $25,000	$22,601 10	$22,914 340 $29,500 $18,000	$20,178 1	$22,250 2	$25,314 7	$28,500 4	$18,986 7
Hotel / Restaurant Management												$20,667 3	$20,701 200 $23,000 $18,000					
Human Resources (incl. Labor Relations)	$17,525 2	$16,450 1				$26,000 1						$24,548 48 $30,700 $18,000	$21,151 26 $25,000 $18,000					$15,500 1
Management Information Systems					$27,450 131 $31,500 $24,000	$26,895 225 $30,500 $22,800	$28,060 113 $31,000 $24,800				$28,951 45 $32,200 $25,500	$30,328 3	$26,233 10					
Marketing / Marketing Management (incl. Research)	$15,738 1		$30,000 1		$23,720 5	$25,493 15	$28,080 5				$26,005 21 $30,000 $24,000	$27,517 6	$21,635 392 $26,000 $18,000		$20,000 1			$24,934 3
Real Estate	$16,300 1										$26,400 5		$16,000 2			$18,000 1		
Advertising											$29,750 2		$21,091 11					
Communications	$21,283 4	$20,500 2	$14,500 1				$29,600 1				$22,600 7	$17,867 3	$20,030 103 $24,150 $15,000			$20,000 1	$21,000 1	$21,967 3
Journalism			$20,500 2						$16,500 2			$24,250 2	$18,728 18			$16,500 1		$11,000 2
Telecommunications / Broadcasting				$11,000 1					$13,000 1		$24,000 1	$16,600 1	$19,683 6					
Elementary Education	$21,000 1	$14,156 14	$16,565 1								$18,400 1	$18,600 2	$18,000 1					$19,066 570 $23,760 $13,000
Pre-Elementary Education				$15,024 2														$17,514 36 $22,347 $12,000
Physical Education		$17,000 2							$13,500 2				$17,050 4					$20,463 41 $24,000 $17,000
Special Education		$19,308 5																$20,327 114 $23,940 $17,500

Curriculum / Continued	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS											
	Administration / Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Acutarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Human Ecology				$14,899 3														$20,870 8
Textiles & Clothing					$20,000 1								$20,129 36 $26,000 $14,560					$19,000 1
Merchandising Management													$18,764 60 $22,000 $15,000					$17,004 2
Foreign Languages	$12,000 1			$15,225 1							$28,000 2		$23,235 11		$20,000 1	$26,000 2		$20,464 9
Letters	$16,483 10	$15,980 2	$15,514 7	$17,200 1	$28,400 1	$32,000 1	$31,000 1				$26,346 13	$17,102 5	$22,085 37 $29,000 $18,000		$23,100 10	$22,000 1		$20,004 43 $24,000 $15,000
Visual & Performing Arts		$21,500 1		$17,800 1							$21,000 1	$19,296 2	$19,356 7		$16,000 1			$19,419 56 $24,500 $14,004
Humanities-Other	$21,372 4		$16,000 1	$19,400 1	$33,200 5		$31,500 2				$32,067 3	$23,333 3	$18,851 29 $21,000 $16,000		$20,839 3	$17,000 1		$18,409 11
Criminal Justice	$12,000 1	$19,900 4		$12,000 1									$18,943 9		$16,360 4			$22,500 1
History			$12,000 2	$19,727 2		$28,200 1				$20,000 1	$29,250 6	$20,000 4	$20,849 18		$20,831 11	$19,493 3		$18,308 10
Political Science / Government	$17,350 2	$15,794 2	$14,225 4	$15,100 1	$28,150 2	$31,020 5	$28,400 1				$30,656 16	$28,000 1	$21,554 50 $25,000 $16,000		$20,921 18	$12,000 1		$19,205 3
Psychology	$20,343 7	$16,205 37 $21,000 $11,400	$13,750 2	$16,547 17	$27,157 1	$24,200 1			$20,004 1		$30,700 5	$21,861 13	$22,090 63 $27,000 $18,300		$20,333 3	$14,560 1		$18,638 9
Sociology	$17,600 2	$16,222 10	$30,000 1	$18,941 17	$28,500 1							$17,004 2	$20,641 21 $24,000 $15,600					$19,863 2
Social Sciences-Other	$18,660 5	$16,650 11	$12,667 6	$17,564 32 $21,300 $14,000		$22,502 4	$27,720 1			$30,000 1	$30,727 11	$21,171 12	$23,918 33 $28,500 $18,000		$20,845 7	$17,700 2		$19,255 10
Aerospace & Aeronautical Engineering							$29,425 8				$30,583 6						$26,252 2	
Agricultural Engineering									$25,866 2				$21,250 2					
Architectural Engineering																		
Bioengineering & Biomedical Engineering									$22,000 1		$31,901 5							
Chemical Engineering					$33,840 1		$35,350 8				$30,219 9		$32,370 8				$35,416 2	
Civil Engineering							$28,533 9			$26,200 4	$27,554 40 $30,000 $26,000		$29,113 8				$31,000 1	$20,004 1
Computer Engineering					$30,667 76 $34,000 $26,000	$33,891 8	$31,641 17				$29,617 12		$29,320 2					$24,000 1

	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS									
Curriculum - Continued	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Snalysis	Actuarial	Agricultural / Natural Resources	Architecture	Consulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Electrical Engineering			$24,000 1		$31,846 21 $33,130 $29,120	$31,294 16	$31,169 22 $33,500 $28,000				$30,066 94 $34,500 $26,000	$30,400 1	$32,025 37 $34,000 $30,500				$31,126 2	$28,000 1
Environmental Engineering																		
Industrial Engineering		$27,600 1			$24,990 2	$31,573 15	$31,744 9		$30,000 1		$29,755 92 $31,800 $26,000		$30,524 27 $33,000 $27,600				$26,234 1	
Mechanical Engineering			$14,000 1		$31,719 4	$29,700 5	$31,205 35 $33,000 $27,000				$29,527 61 $33,996 $25,000		$31,027 41 $34,200 $29,000			$32,400 1	$32,515 4	
Metallurgical Engineering											$28,590 3		$33,420 1					
Mining Engineering																		
Nuclear Engineering																		
Petroleum Engineering																		
Textile Engineering													$25,500 1					
Engineering Technology					$27,814 7	$31,887 11	$29,920 5				$27,440 5		$27,900 10				$24,000 1	
Industrial Technology												$24,000 1	$21,500 2					
Agribusiness							$25,200 1		$20,730 40 $25,000 $16,000		$26,496 1		$20,309 29 $24,000 $18,000					
Animal Sciences									$19,290 36 $22,880 $16,000		$21,333 3		$25,575 4					
Plant Sciences					$21,000 1				$20,040 17		$22,000 1		$21,164 3			$19,002 2		
Natural Resources									$17,825 17		$20,000 1		$21,000 2					
Other Agricultural Sciences									$23,519 26 $27,000 $19,000				$24,601 16			$20,496 2		$24,500 2
Computer Science	$42,000 3	$36,000 1			$29,146 379 $33,400 $23,426	$29,853 119 $34,500 $24,000	$30,086 266 $34,000 $25,500				$29,877 71 $32,500 $27,000	$29,904 1	$28,983 10	$21,236 2			$31,900 1	$19,999 3
Computer Programming					$27,401 91 $32,000 $22,500	$27,850 7	$30,500 2				$29,500 5		$27,836 1					
Information Sciences & Systems					$28,034 223 $32,146 $24,000	$28,760 90 $34,000 $24,000	$29,603 73 $33,600 $27,000				$29,362 38 $32,200 $27,000		$25,450 3				$32,600 1	
Systems Analysis						$27,990 2	$29,534 9				$33,000 2							

Curriculum - Continued	SOCIAL SERVICES				COMPUTER SCIENCE			OTHER FUNCTIONAL AREAS										
	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Allied Health	$15,600 1	$20,700 1				$31,000 1					$19,700 2		$22,000 1					
Health Sciences	$22,000 2	$12,500 2	$20,000 1	$16,000 1									$15,000 1					$10,000 1
Nursing																		
Pharmacy																	$32,273 12	
Actuarial							$24,000 1	$31,028 57 $34,000 $28,500	$16,718 5		$35,000 1		$18,513 4			$16,398 2		$23,496 1
Architectural & Environmental Design										$20,001 20 $26,400 $16,650	$27,314 7		$28,002 2			$24,498 2		
Biological	$12,000 1	$11,440 1			$20,000 1	$27,000 2			$17,625 4		$25,000 3		$19,588 9			$20,498 6	$19,564 11	$20,001 17
Chemistry						$37,000 1					$27,500 2	$27,000 1	$21,000 7			$23,530 1	$27,634 26 $33,000 $20,200	$17,667 3
Geological		$12,480 1							$25,000 1		$22,000 3					$26,187 4		$18,750 2
Mathematics (incl. Statistics)		$21,000 1			$27,284 30 $33,000 $22,000	$28,677 13	$28,097 33 $31,500 $24,600	$29,840 57 $33,300 $26,000	$19,000 1		$28,304 22 $32,000 $24,500		$24,631 18	$25,608 45 $32,388 $20,000		$23,000 1	$33,135 6	$20,210 34 $24,610 $16,800
Physics					$26,500 2	$29,700 1	$32,500 2				$28,500 4		$27,267 3				$24,475 4	$22,400 1
Other Physical & Earth Sciences	$16,305 1								$16,000 2		$16,000 1		$22,500 1					$20,130 5
Polymer Science													$33,120 1					
Textile Science													$27,001 25 $29,000 $25,200					

BACHELOR'S SUMMARY

	Administration - Social Services	Counseling	Fundraising / Development	Social Work	Computer Programming	Information Systems	Computer Systems Analysis	Actuarial	Agricultural / Natural Resources	Architecture	Counsulting	Human Resources / Industrial Relations	Management Trainee	Mathematician/ Statistician	Paralegal	Research (Nontechnical)	Research (Technical)	Teaching
Nontechnical Curricula	$18,674 48 $24,600 $12,700	$16,435 94 $21,500 $11,400	$16,705 32 $25,000 $12,000	$17,310 81 $21,000 $12,500	$27,230 225 $31,500 $22,000	$26,802 317 $30,900 $22,020	$27,778 169 $31,800 $24,000	$27,483 9	$15,000 9	$29,900 2	$28,004 464 $32,200 $24,500	$23,008 166 $30,000 $16,500	$21,618 2180 $27,000 $17,000	$24,330 2	$20,000 81 $23,000 $17,000	$22,650 26 $32,000 $16,000	$25,500 6	$19,280 956 $24,000 $13,525
Technical Curricula	$26,748 8	$19,278 8	$19,333 3	$16,000 1	$28,903 1067 $33,000 $24,000	$29,765 291 $34,500 $25,000	$30,112 520 $34,000 $26,000	$30,438 114 $34,000 $26,400	$20,371 153 $25,000 $15,000	$21,500 33 $26,400 $17,000	$29,242 303 $33,000 $25,800	$29,328 4	$27,348 279 $33,600 $19,500	$25,498 47 $32,388 $20,000		$22,298 21 $27,000 $17,000	$28,000 74 $33,800 $17,000	$20,211 72 $24,750 $16,000

AVERAGE YEARLY SALARY OFFERS
Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers	Average $ Offer		Percent Change in $ Offers from September 1989	Percentiles		
	September 1990	September 1990	September 1989		90th	50th	10th
BUSINESS							
Accounting	365	$29,647	$28,849	2.8%	$34,500	$30,000	$24,000
MBA-Nontechnical undergraduate							
1 year or less	798	36,175	33,873	6.8	46,000	35,000	26,750
1 to 2 years	397	43,310	41,283	4.9	55,000	42,500	30,000
2 to 4 years	453	45,683	42,952	6.4	60,000	45,000	33,000
Over 4 years	341	45,883	44,529	3.0	60,000	45,000	31,500
MBA-Technical undergraduate degree							
1 year or less	174	37,737	37,102	1.7	45,000	36,000	30,000
1 to 2 years	115	48,191	44,282	8.8	55,400	50,000	37,200
2 to 4 years	234	50,355	46,921	7.3	62,500	50,000	40,000
Over 4 years	171	51,452	49,296	4.4	66,000	50,000	38,000
MS-Business	58	34,347	33,244	3.3	42,500	34,400	24,600
Economics & Finance	246	36,812	34,050	8.1	48,000	37,000	25,200
Labor/Industrial Relations (incl. Human Resources)	72	31,487	31,947	-1.4	38,500	30,000	24,000
Management Information Systems	49	33,739	32,067	5.2	39,000	33,600	28,500
Marketing/Marketing Management (incl. Marketing Research)	90	35,440	34,105	3.9	44,500	36,000	27,000
COMMUNICATIONS							
Advertising	2	24,000	+	*	*	*	*
Communications	17	27,602	23,520	*	*	*	*
Journalism	2	24,500	23,240	*	*	*	*
EDUCATION							
Education Administration	30	25,698	23,971	7.2	31,500	24,500	20,000
Elementary Education	36	22,893	22,037	3.9	26,000	23,650	19,040
Physical Education	11	27,508	12,000	*	*	*	*
Reading Education	1	22,000	16,380	*	*	*	*
Special Education	37	22,798	21,810	4.5	26,000	22,644	19,000
HUMANITIES & SOCIAL SCIENCES							
Foreign Languages	2	24,350	18,054	*	*	*	*
Letters (incl. Eng. Lit, etc)	9	22,400	24,334	*	*	*	*
Visual & Performing Arts	9	25,399	19,945	*	*	*	*
Humanities-Other	3	24,333	32,000	*	*	*	*
History	2	22,500	19,185	*	*	*	*
Political Science/Government	+	+	29,409				
Psychology	47	24,169	24,390	-0.9	32,000	22,000	18,475
Sociology	3	20,500	24,272	*	*	*	*
Social Sciences	26	26,536	26,030	1.9	32,000	26,225	22,000
ENGINEERING							
Aerospace & Aeronautical	86	36,114	34,381	5.0	40,000	36,002	32,500
Agricultural	8	37,700	32,400	*	*	*	*
Bioengineering & Biomedical	4	36,500	34,930	*	*	*	*
Chemical	152	37,862	35,952	5.3	39,800	38,280	35,000
Civil	242	32,366	30,833	5.0	37,200	32,000	28,000
Computer	55	35,748	36,760	-2.8	39,364	37,000	31,900
Electrical	405	37,526	36,215	3.6	41,600	37,800	32,250
Industrial	87	35,362	34,295	3.1	40,200	36,000	30,000
Mechanical	346	36,506	35,131	3.9	40,000	36,870	32,000
Metallurgical	38	36,792	35,039	5.0	39,300	36,660	34,000
Mining	7	39,626	31,920	*	*	*	*
Nuclear	19	36,728	34,888	*	*	*	*
Petroleum	29	38,412	38,231	0.5	42,000	38,400	35,000
Textile	2	33,510	N/A	N/A	*	*	*

N/A - No historic data available

* Not computed for fewer than 20 offers

Continued . . .

AVERAGE YEARLY SALARY OFFERS

Master's Degree Candidates

(Data Combined for Men and Women)

Graduate Program	Number of Offers September 1990	Average $ Offer September 1990	Average $ Offer September 1989	Percent Change in $ Offers from September 1989	Percentiles 90th	Percentiles 50th	Percentiles 10th
Continued . .							
HEALTH SCIENCES							
Allied Health	13	**$25,696**	$27,753	*	*	*	*
Health Sciences	9	**20,402**	22,572	*	*	*	*
Nursing	2	**34,900**	26,780	*	*	*	*
SCIENCES							
Agricultural & Natural Resources	13	**22,839**	23,835	*	*	*	*
Architectural & Environment Design	11	**26,905**	27,327	*	*	*	*
Biological	13	**27,279**	25,063	*	*	*	*
Chemistry	23	**32,320**	31,382	3.0 %	$35,000	$32,760	$30,000
Computer Science	266	**36,849**	35,690	3.2	43,000	37,000	30,000
Geological Sciences	63	**33,644**	31,148	8.0	39,000	36,000	25,000
Mathematics	45	**30,069**	30,932	-2.8	37,000	31,000	22,880
Physics	12	**31,480**	30,686	*	*	*	*
Polymer	9	**37,098**	34,137	*	*	*	*
	5,759						

Doctoral Candidates

Graduate Program	Number of Offers September 1990	Average $ Offer September 1990	Average $ Offer September 1989	Percent Change in $ Offers from September 1989	Percentiles 90th	Percentiles 50th	Percentiles 10th
BUSINESS							
Business Administration & Management	1	**$38,000**	$47,333	*	*	*	*
Computer & Information Sciences	25	**54,788**	49,743	10.1%	$63,400	$58,500	$42,000
Economics & Finance	3	**44,000**	38,060	*	*	*	*
EDUCATION							
Education Administration	43	**44,900**	44,168	1.7	57,000	45,000	30,000
HUMANITIES & SOCIAL SCIENCES							
English	6	**30,340**	24,125	*	*	*	*
Foreign Languages	*	*	25,250				
Humanities	2	**26,000**	N/A	N/A	*	*	*
Psychology	13	**34,154**	32,965	*	*	*	*
Sociology	4	**32,502**	27,000	*	*	*	*
Social Sciences	10	**34,200**	N/A	N/A	*	*	*
ENGINEERING							
Aerospace	6	**48,932**	49,493	*	*	*	*
Chemical	177	**50,524**	47,717	5.9	53,940	51,000	47,040
Civil	20	**44,481**	39,438	12.8	60,000	42,502	35,000
Computer	15	**50,528**	52,433	*	*	*	*
Electrical	84	**53,147**	50,482	5.3	60,000	54,250	42,000
Industrial	2	**51,500**	N/A	N/A	*	*	*
Mechanical	40	**49,887**	46,771	6.7	55,887	50,750	39,000
Metallurgical	30	**47,296**	48,464	-2.4	51,120	48,710	41,500
SCIENCES							
Agricultural & Natural Resources	16	**38,912**	43,278	*	*	*	*
Biological	2	**32,500**	50,000	*	*	*	*
Chemistry	145	**45,356**	43,147	5.1	50,000	46,000	40,800
Geology & Geological Sciences	14	**38,028**	33,431	*	*	*	*
Mathematics	11	**42,775**	45,438	*	*	*	*
Physics	17	**41,488**	42,263	*	*	*	*
Polymer	8	**46,625**	44,626	*	*	*	*
	694						

N/A - No historic data available

* Not computed for fewer than 20 offers

1989-90 CPC SALARY SURVEY PARTICIPANTS

ECPO

Alfred University
Babson College
Bard College
Bentley College
Boston College
Boston University
University of Bridgeport
Brown University
Buffalo State College
Clarkson University
Columbia University
University of Connecticut
Cornell University
CUNY-Bernard M. Baruch
CUNY-Baruch College-Business & Public Administration
CUNY-City College
CUNY-Hunter College
Dartmouth College
Fordham University - Lincoln Center
Fordham University
Franklin Pierce College
Husson College
The King's College
LeMoyne College
Long Island University
University of Maine - Orono
Manhattan College
Manhattanville College
Marist College
MIT
MIT - Sloan School of Management
University of Massachusetts-Amherst
Mount Holyoke College
New Hampshire College
New School for Social Research-Graduate School
Northeastern University
Pace University - New York City
Pace University - Westchester
Polytechnic University
Pratt Institute
Regis College
Rensselaer Polytechnic University
University of Rhode Island
Roberts Wesleyan College
University of Rochester
University of Rochester - W.E. Simon Graduate School of Business
Sacred Heart University
Saint Anselm College
St. John Fisher College
St. Joseph's College
St. Joseph's University
Siena College
SUNY-Buffalo
SUNY-Cortland
SUNY-Geneseo
SUNY-Plattsburgh
SUNY-Purchase
Syracuse University
Union College
Vassar College
Wells College
Westminster College
Williams College
Worcester Polytechnic Institute

MAPA

American University
Bloomsburg University
Bluefield State College
Bryn Mawr College
Bucknell University
California University of Pennsylvania
Capitol College
Carnegie-Mellon University
Catholic University of America
Cedar Crest College
Centenary College
Delaware State College
University of Delaware
University of District of Columbia
Drew University
Elizabethtown College
Fairleigh Dickinson - Rutherford
Fairleigh Dickinson - Teaneck
Gannon University
Georgetown University
George Washington University
Gettysburg College
Glenville State College
Grove City College
Hampden-Sydney College
Haverford College
James Madison University
Juniata College
Kutztown University
Lafayette College
LaSalle University
Lehigh University
Lock Haven University
Mansfield University
University of Maryland - Baltimore County
University of Maryland - College Park
Marymount University-Graduate School
Neumann College
New Jersey Institute of Technology
Penn State University
Penn State - Behrend College
Penn State - Capitol Campus
University of Pennsylvania
University of Pittsburgh
Princeton University
Ramapo College of NJ
Rutgers University - Camden - Arts & Science
Rutgers University - Newark
Rutgers University - New Brunswick
University of Scranton
Seton Hall University
Spring Garden College
Susquehanna University
Swarthmore College
Temple University
Trenton State College
Villinova University
Virginia State University
Virginia Wesleyan University
Washington & Lee University
West Virginia Institute of Technology
West Virginia University
Widener University

MCPA

Adrian College
University of Akron
Anderson University
Augustana College
Augustana College-Sioux Falls
Bowling Green University
Bradley University
Buena Vista College
Calvin College
Capital University
Case Western Reserve University
Cedarville College
Central Missouri State University
University of Chicago
University of Chicago - Graduate School of Business
University of Cincinnati
Cleveland State University
Coe College
Concordia College
Davenport College - Grand Rapids
University of Dayton
Defiance College
DePaul University
DePauw University
Doane College
Dordt College
Eastern Michigan University
Emporia State University
Eureka College
Ferris State University
Franciscan University - Steubenville
Grace College
Grand View College
Hanover College
IIT
University of Illinois - Chicago
University of Illinois - Chemistry & Chemical Engineering
University of Illinois - Commerce & Business
University of Illinois - Engrg.
Indiana University
Indiana University - Northwest
Indiana University / Purdue University - Indianapolis
Iowa State University - Agri.
Iowa State University - Business, Science & Humanities
Iowa State University - Design
Iowa State University - Engrg.
Iowa State University - Family & Consumer Science
Iowa State University-Veterinary Medicine
University of Iowa
University of Iowa - Engrg.
John Carroll University
Judson College
Kalamazoo College
University of Kansas - Arts
University of Kansas - Business
University of Kansas - Engrg.
Kenyon College
Knox College
Lawrence University
Loras College
Mac Murray College
Manchester College
Marietta College
Marquette University
Mayville State University
Michigan State University
Michigan Tech University
University of Michigan-Ann Arbor - Engineering
University of Michigan-Dearborn
University of Minnesota-Agriculture
University of Minnesota-Carlson School of Management
Minot State University
University of Missouri - Columbia - Engineering
University of Missouri - Rolla
University of Missouri-St. Louis
Missouri Western State College
College of Mount St. Joseph
Mundelein College
Muskingum College
North Central College
University of North Dakota
Northern Illinois University
Northern Michigan University
Northland College
Northwestern College
Northwestern University
Northwestern University-Kellogg Graduate School of Business
Northwest Missouri State University
Ohio Northern University
Ohio State University - Agriculture
Ohio State University - Arts & Science
Ohio State University - Business
Ohio State University - Engrg.
Ohio University
Ohio Wesleyan University
Otterbein College
Pittsburg State University
Purdue University
Rockford College
Saginaw Valley State University
Southern Illinois University - Carbondale
Southern Illinois University - Edwardsville
Southwest Missouri State University
St. Ambrose University
College of St. Thomas
Stephens College
Taylor University
University of Toledo
Tri-State University
Viterbo College
Washington University-School of Business
Wayne State University
Westmar College
University of Wisconsin - Eau Claire
University of Wisconsin - Green Bay
University of Wisconsin - Madison - Arts
University of Wisconsin - Madison - Business
University of Wisconsin - Madison - Engineering
University of Wisconsin - Platteville
University of Wisconsin - River Falls
College of Wooster
Wright State University
Youngstown State University

RMCPA

American Grad School of International Management - Thunderbird
University of Arizona
Brigham Young University
Carroll College
Colorado School of Mines
Colorado State University
Colorado Tech
University of Colorado
University of Denver
Eastern Montana College
Kansas State University
Montana State University
University of Montana
University of Nebraska - Lincoln
University of Nebraska - Omaha
New Mexico Institute of Mining & Technology
New Mexico State University
University of New Mexico
Northern Arizona University
University of Northern Colorado
Peru State College
Sioux Falls College
South Dakota School of Mines
University of South Dakota - Business
Utah State University
University of Utah
Washburn University
University of Wyoming

SCPA

Alabama A&M University
University of Alabama
University of Alabama - Engrg
University of Alabama - Birmingham
Auburn University
Augusta College
Bellarmine College
Berry College
Catawba College
University of Central Florida
The Citadel, Military College of South Carolina
Clemson University
Duke University
Duke University - Fuqua School of Business
East Carolina University
Eastern Kentucky University
East Tennessee State University
Elon College
Emory University - Business
Florida Atlantic University
Florida Institute of Technology
Florida State University
University of Florida
Georgia College
Georgia Institute of Technology
Georgia Southern College
Georgia Southwestern College
Georgia State University
University of Georgia
Hampton University
Jacksonville University
University of Kentucky
Louisiana College
Louisiana State University
University of Louisville
Mars Hill College
Mary Washington College
Memphis State University
Middle Tennessee State University
Millsaps College
Mississippi State University
University of Mississippi
Morehead State University
Morris College
North Carolina A&T State University
North Carolina Central University
North Carolina State University - Textiles
University of North Carolina - Asheville
University of North Carolina - Chapel Hill
University of North Carolina - Greensboro
Northeast Louisiana University
Northern Kentucky University
University of North Florida
Oglethorpe University
Old Dominion University
Presbyterian College
Queens College
Randolph-Macon Woman's College
Rollins College
University of South Alabama
University of South Carolina
University of South Carolina - Aiken
Uninversity of South Carolina - Coastal
Southern College of Technology
University of Southern Mississippi
University of South Florida
Spring Hill College
Tennessee Tech University
University of Tennessee - Chattanooga
University of Tennessee - Knoxville
Tulane University
Valdosta State College
Vanderbilt University
Vanderbilt University - Owen Grad. School of Management
Virginia Tech & State University
University of Virginia
Wake Forest University
Wake Forest University-Babcock Grad. School of Management
Western Carolina University
Western Kentucky University
West Georgia College
College of William & Mary
Winthrop College
Wofford College
Xavier University of Louisiana

SWPA

Arkansas College
Baylor University
Corpus Christi State University
Hendrix College
University of Houston
University of Houston - Clear Lake
Kansas Wesleyan
Lamar University
Langston University
Louisiana Tech University
University of North Texas
Northwestern Oklahoma State University
Oklahoma State University
Oklahoma State Unviersity - Engineering
University of Oklahoma
Pan American University
Prairie View A & M University
Sam Houston State University
Southern Methodist University
Stephen F. Austin State University
Texas A & I University
Texas A & M University
Texas Lutheran College
Texas Tech University
University of Texas - Arlington
University of Texas - Austin - Business Administration
University of Texas - Austin - Engineering
University of Texas - El Paso
University of Texas - Tyler

WCPA

Arizona State University
California Inst. of Technology
California Poly. State University - San Luis Obispo
California State Poly University - Pomona
California State University-Fresno
California State University-Hayward
California State University-Long Beach
California State University-Los Angeles
California State University-Sacramento
University of California - Los Angeles
Gonzaga University
University of Idaho
Loyola Marymount University
Mills College
University of Nevada - Reno
Oregon State University
University of Oregon
Portland State University
University of Redlands
Saint Mary's College
San Diego State University
University of San Francisco
San Francisco State University
San Jose State University
Santa Clara University
University of Southern California
University of Southern California-Graduate School of Business
Stanford University
Washington State University
University of Washington
Westmont College